

# **EXPERIENCES OF YOUTH UNEMPLOYMENT IN REIGER PARK AND MADADENI TOWNSHIPS IN SOUTH AFRICA**

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## **ABSTRACT**

Unemployment is a major issue in South Africa and if not properly addressed, will have devastating effects in the near future. The challenges facing the South African government is poverty, inequality and unemployment. When carefully examined, all these problems are interrelated. Studies have shown the causes of structural unemployment in South Africa, because despite the high statistical figures, unemployment is highly concentrated on specific racial groups and age cohorts. The purpose of this study was to investigate the experiences of youth unemployment in two selected townships. The motivation for the selection of the research participants for this research was because persons in the same age cohorts are likely to share many characteristics that might influence their labour market experiences and outcomes.

A qualitative study was undertaken in two locations in 2016, using two research instruments namely; the In-Depth Interviews (IDI's) and the Focus Group Discussion (FGD's). In both locations selected for the study, four FGD's were conducted with both males and females, each with 8 participants and the IDI's had 10 per site, 5 for males and 5 for females respectively. The data was analysed using the Nvivo computer software. The findings revealed that where the participants have solid family support, the experience of living with unemployment is severe because their potential to contribute in society goes untapped.

However, the experience of living with unemployment is cushioned by the support they receive in their families. However, in households where the participants lack family support life becomes difficult for the unemployed. On the other note, the family support also makes the research respondents not to be serious when looking for employment opportunities. It renders them redundant. Another finding concerns the social grant provided by government. Participants in households that receive social grants are shielded from abject poverty. Many participants reported that it is not easy to get into the EPWP while others are not interested in it at all. Finally, none of the research participants have participated in the EPWP programs before, with some being aware of their existence while others are not. The research has shown that young people will not take up any job opportunity that is available for them.

## **Declaration**

I declare that the work “EXPERIENCES OF YOUTH UNEMPLOYMENT IN REIGER PARK AND MADADENI TOWNSHIPS IN SOUTH AFRICA” is my own work and contains no section copied in whole or in part from any other source unless explicitly identified in quotation marks and with detailed, complete and accurate referencing.

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Signature

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Date

## **Acknowledgements**

I would like to dedicate this study to my family. To my supervisor, Professor Adesina, thank you for guiding me to get to this point and your patience with me throughout this process is highly appreciated. To the research assistants and participants who formed part of this study, I would like to thank you for showing interests and participating in the research.

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## **Glossary of Abbreviations**

CSO	Central Statistics Office
EGS	Employment Guarantee Scheme
ELR	Employer of Last Resort
EPWP	Expanded Public Works Programme
FET	Further Education & Training
FGD	Focus Group Discussion
IDI	In-depth Interview
ILO	International Labour Organisation
SASSA	South African Social Security Agency
STATS SA	Statistics South Africa
TVET	Technical and Vocational Education and Training
UIF	Unemployed Insurance Fund
UNCTAD Development	United Nations Conference on Trade and



# Chapter 1: Introduction

## 1.1 Introduction

Youth unemployment in South Africa, especially within African and Coloured populations, is a matter of concern because the rate is higher than in most developing countries (Rankin & Roberts, 2011). Many factors have been attributed as key causes of youth unemployment in South Africa. A lack of relevant skills and insufficient networks to obtain information on job opportunities are some of challenges noted from a personal perspective (Yu, 2013). From the economic perspective, some scholars argue that the labour market conditions are also responsible for youth unemployment in South Africa. For example, the high level of unemployment attributed to structural changes to the economy, which include the increase in the labour force, changes in production technology, and a shift from agricultural production to less labour-intensive sectors (Rankin & Roberts, 2011). Another argument is that South Africa's labour market is highly regulated and this has resulted in reduced demand for unskilled labour (Rankin & Roberts, 2011).

In the second quarter of 2017, the unemployment rate in South Africa was 27.7% (Statistics SA, 2017). From this figure, an argument can be made that in the 15-24 and 25-34 age cohorts, unemployment is high and these two groups represent the youth population of South Africa. Youth unemployment is a matter that requires urgent attention because being unemployed impacts the lifetime employment trajectory of an individual (Rankin & Roberts, 2011). The consequences of youth unemployment are massive; studies have linked joblessness to debt, stress and other major societal challenges that will require a serious intervention to address.

The issue of urban and rural areas is of interest when studying unemployment trends because it was found that while rural areas may be perceived as having higher levels of unemployment, it is, in fact, the urban areas that have a relatively higher rate of unemployment (Klasen & Woolard, 2000). It is on this premise that the study focused on the urban and a semi-rural setting for the data collection.

Moving further, this research examined if men and women from the two race groups identified (Black Africans & Coloureds) shared the same experiences of unemployment. Issues probed in the research include the experience of

unemployment itself, family support, ideal job opportunities, issues of migration and the experience of unemployment itself. The data was collected in areas that are in the proximity to industries and many companies that generate economic opportunities. The selection of these areas was based on the fact that these areas were designed to be reserves of labour and grouped according to race by the previous government regime. This feature was important because it helped in investigating if some have migrated to these areas or were born there and their views regarding job opportunities that are around but which they still are not able to access. Personal and social phenomena such as crime, drug abuse and squalor, amongst others, were investigated to see if joblessness has a factor in their prominence.

## **1.2 Objectives of the study**

The study aimed to explore and understand the experiences of the unemployed youth in the two selected townships. The study had the following objectives:

- To understand the impact that joblessness has on young people and their dreams.
- To learn about the life experiences of the unemployed youth.
- To explore if young women face similar challenges as their male counterparts concerning unemployment.
- Finally to understand if migration is considered as an option if opportunities are not available and if so at what cost.

## **1.3 Research questions**

The research answered the following questions:

- What is the impact of unemployment on young people on a daily basis?
- What are the life experiences of young people who are unemployed in these townships?
- Are young women's experiences of unemployment different from those of young men? If so, how?
- In the absence of employment opportunities in their areas of residence, do unemployed young South Africans consider migrating to other areas with better

employment prospects? If so, what are the costs associated with such migration?

#### **1.4 Definition of concepts**

**Confirmability:** A criteria used for measuring neutrality. In this case, credibility and transferability are established (Krefting, 1991: 217)

**Credibility:** Is when the researcher has “established confidence in the truth of the findings for the subjects or informants and the context in which the study was undertaken” (Lincoln & Guba, 1985). It is further argued that the facts are usually obtained from the discovery of human experiences as they are lived and perceived by informants, not imposed by the researcher (Sandelowski, 1986 cited in Krefting, 1991: 216).

**Debt:** An amount of money owed to another person or institution.

**Dependability:** Is regarded as a concept that accounts for untrustworthiness in the conventional sense as well as for other changes that are purposely introduced by the researcher as the design of the inquiry unfolds (Guba, 1980).

**Labour Regulation:** The laws that govern the employment relationship in the workplace. Issues of working hours, wages and other conditions of employment, and conditions for hiring and firing, are addressed by the labour regulation.

**Migration:** Defined as crossing the boundary of a political and administrative order for a certain period of time (Boyle et al, 1998 cited in Castles, 2000: 269). This movement is influenced by the integration of local communities and national economies into global partnerships (Castles, 2000: 269).

**Transferability:** This is a “criterion against which applicability of qualitative data is assessed. In this case, research meets this criterion when the findings fit into the contexts outside the study in question that are determined by the degree of similarity between the two contexts” (Guba, 1989 cited in Krefting, 1991: 216).

**Unemployment:** Persons (aged 15–64 years) who: a) were not employed in the reference week; and b) actively looked for work or tried to start a business in the four

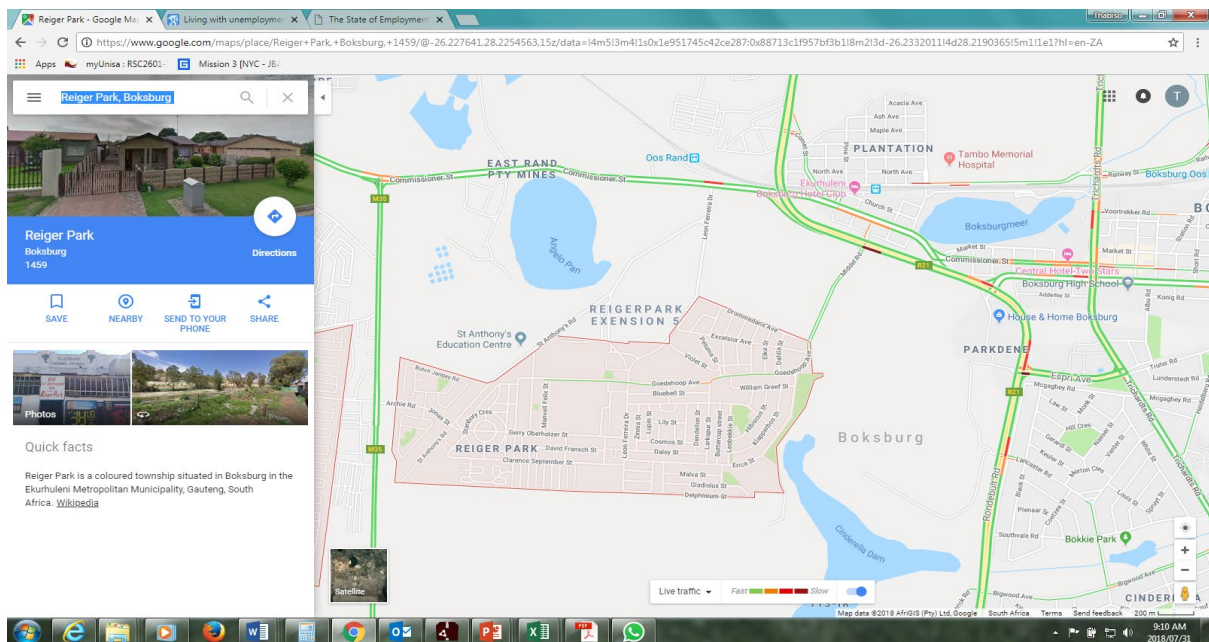
weeks preceding the survey interview; and c) were available for work, i.e. would have been able to start work or a business in the reference week; or d) had not actively looked for work in the past four weeks but had a job or business to start at a definite date in the future and were available (Statistics SA, 2017;xxi).

**Youth:** Persons (aged 18-34 years old) who are classified as young adults in South Africa and other parts of the world. For purposes of this study, the research focused on persons aged 18-24.

### **1.5 Research Sites**

The research was limited to two sites. The first site is in Madadeni, Dicks Halt, a township in Newcastle, KwaZulu-Natal. The other site is in Reiger Park, a predominantly Coloured township of Boksburg in Gauteng. The reason for the selection of these two research sites is because they are in close proximity to factories, leading to an easy access to employment opportunities. The other interesting factor to note is that both areas previously served as labour reserves during the apartheid era, like many other race based townships in South Africa. The other striking feature that influenced the selection of these research sites is that in both locations, the rate of unemployment remains stubbornly high amongst the research participants identified, as mentioned by Statistics South Africa with respect to the variable of age and race, despite being close to economic hubs.

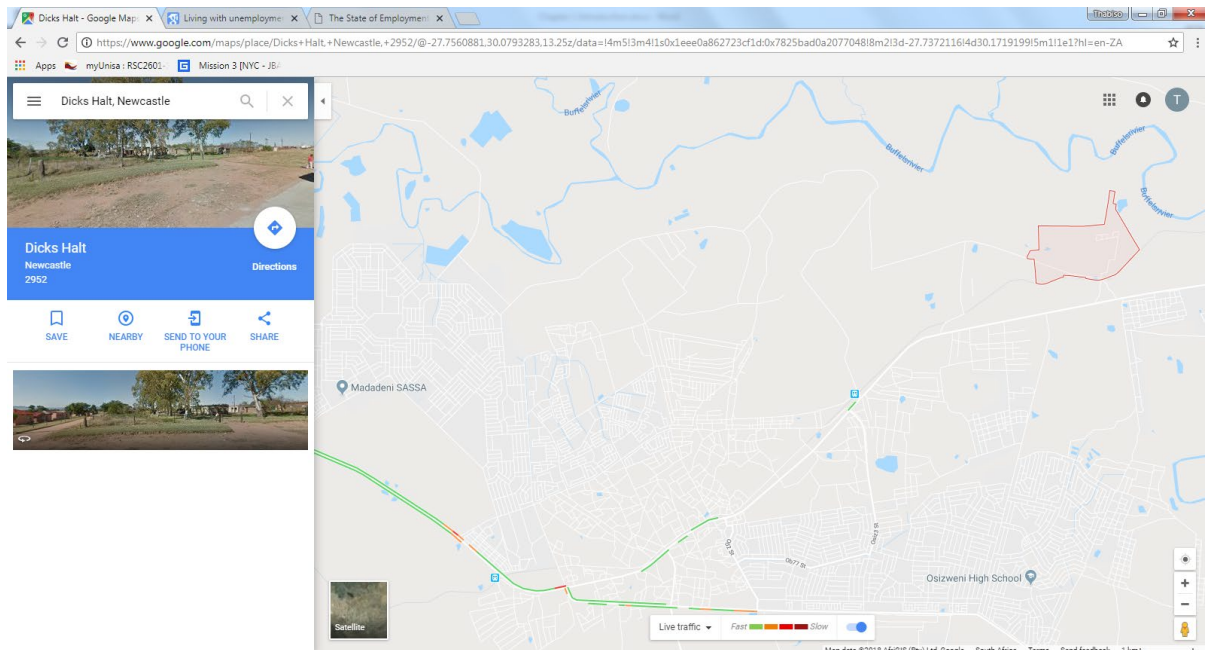
## Diagram 1: Geographical Map of Reiger Park



Source: Google maps, 2018.

Two research methods employing different instruments was used for this research. Data was collected through In-depth Interviews and Focus Group Discussions. A sample of 33 purposively selected participants formed part of the study. This number represents both the participants in the In-Depth Interviews and Focus Groups Discussions. The research participants were both male and female aged 18-24 with an educational qualification of 'matric' (completed Grade 12) and below. The participants were fully informed about the purpose of the study. They were provided with details of the research process. The participants were given the informed consent forms. They were informed that participation is voluntary and that participants can withdraw from the study at any given time during the research process. The participants were assured that the information they will be sharing is purely for the purposes of the study and their names will not be used to protect their confidentiality.

## Diagram 2: Geographical Map of Madadeni/Dicks Halt



Source: Google maps, 2018

## 1.6 Chapter Overview

The rest of the dissertation is organised this way:

**Chapter two** focuses on the literature review. In this case, unemployment is defined, the problem of youth unemployment is dissected, with specific reference to South Africa. The claimed causes of joblessness are also given and the possible solutions to addressing this are also extracted from the literature. Global literature on causes of unemployment is also visited. Unemployment through the sociological lenses is also interpreted and finally, a theoretical framework is developed to logically describe the problem of unemployment.

**Chapter three** is based on the research methods adopted for the study. The research design and instruments adopted for carrying out the study and reasons behind their selection are justified. The ethical clearance is addressed along with sampling techniques and reasons for the selection of the research participants. Lastly, the steps followed to ensure that the data is reliable are described.

**Chapter four** is the presentation of the data and the data is disseminated to make meaningful findings.

**Chapter five** presents the findings of the field research. This includes the participants' experiences of living with unemployment. Issues of family support and the prospects of securing employment in the near future are highlighted, based on the fieldwork experience.

**Chapter six** is the conclusion of the research and deals with issues such as the key findings, limitations of the study and suggestions for further research.

## **Chapter 2: Literature Review**

### **2.1 Introduction**

This chapter presents a global view on unemployment by other scholars and contrasting it to the South African context. Unemployment is narrowly defined for the South African context, for purposes of this study. The chapter also reviews the literature on the sociological causes of youth unemployment in South Africa as well as the initiative that is currently available to fight the scourge of unemployment in the country. The theoretical framework is also given for purposes of connecting ideas in an attempt to try and understand youth unemployment broadly. Finally, a conclusion summarises the arguments presented in the literature review as a way to pave way for other chapters ahead.

### **2.2 What is unemployment?**

The Central Statistics Office (CSO) of Trinidad and Tobago defines the unemployed as not only those non-employed that are currently job seekers, but also includes those non-active job seekers that looked for work during the three month period preceding the interview and who at the time of the interview of the census did not have a job but still wanted work (Byrne et al, 2001). On the other hand, Statistics South Africa defined unemployment as "Unemployed persons are those (aged 15–64 years) who: a) were not employed in the reference week; and b) actively looked for work or tried to start a business in the four weeks preceding the survey interview; and c) were available for work, i.e. would have been able to start work or a business in the reference week; or d) had not actively looked for work in the past four weeks but had a job or business to start at a definite date in the future and were available" (2016: xxi). While being mindful of this accepted definition by StatsSA, it should also be noted that there is another broader definition (expanded definition of unemployment) of unemployment by StatsSA which includes the discouraged work seekers who did not actively seek employment in the reference period in which the survey was conducted.

Since 1954, the International Labour Organisation (ILO) has come up with guidelines for categorising people in different labour market conditions. The ILO guidelines state



that a person is unemployed if he/she is (a) not working, (b) currently available for work and (c) seeking work (Byrne et al, 2001).

Unemployment is a multidimensional concept which involves economic, political and social dimensions (Msigwa & Kipsha et al, 2013). Youth unemployment, particularly is said to have three main causes, all of which are set to be interconnected (1) lack of jobs due to economic slumps and the loss of international competitiveness, (2) mismatch between skills demanded by existing jobs and the skills provided by the educational system, and lastly, (3) the labour market rigidities as a result of inflexible wages, employment protection, high non-wage cost due to generous welfare state or even discrimination (Schmid, 2013).

Unemployment is a very complex phenomenon, it is impossible to understand it from a single perspective. With the opportunities that are available for the current and future generations, the young people's aspirations are in furthering their education so that they can compete in the labour market for a long term, in order to sustain their livelihoods and be financially independent (Honwana, 2012). Albeit, all the opportunities being available and more young people having access to the labour market, the labour market is still not absorbing as many young people as it should be. Hence there is rhetoric about entrepreneurship.

Unemployment early in a person's working life has a likelihood of permanently impairing the person's productivity and employment prospects (O'Higgins, 1997, 2001 cited in Honwana; 2012:44). Still on this note, studies have shown that many young people with low levels of education in both urban and rural areas try to make ends meet by doing precarious forms of employment and are often trapped in this predicament (Honwana, 2012).

In South Africa, race is an important differentiating factor in the labour market behaviour and outcomes (Antonopoulos, 2009; Lam, Leibbrandt & Mlatsheni, 2007:5). This is because labour market participation rates are significantly different between the race groups; it is highest within the white population and the lowest for black Africans, irrespective of the age cohorts and educational attainments. This statement is further supported by findings that the apartheid legacy is responsible for the disparities that are inherent in the South African labour market because "unemployment, employment and wages continue to differ greatly by race which is a

more important predictor of employment prospects than any other factor” (Klasen & Woolard, 200:7).

### **2.3 What constitutes youth unemployment in South Africa?**

South Africa’s joblessness problem is a very unique challenge because unemployment is not evenly distributed across the age cohorts, it mostly affects those below the age of thirty-five years (Levinsohn, 2007). Unemployment is reportedly high among those with a matric qualification, but very little to none for those who have completed a university degree (Levinsohn, 2007:3). Bhorat (2009) gives an illustration of the unemployment problem in South Africa as well as the remedies for redressing the problem. The scholar argues that the first step in understanding unemployment in South Africa is to look at the factors such as age, gender, race, location and schooling because they serve as key attributes defining and explaining the unemployment problem in South Africa. Bhorat (2009) further argues that policy failure is partly responsible for the state of the schooling system in all the phases.

There is still evidence that a parallel education system is in place where there is disadvantage still located within the schools in the townships and these schools are faced with challenges of infrastructure and poor management on a day to day basis. The Afro-barometer survey, reported that in 2011, 44% of young White respondents said they had completed some form of post-secondary education, compared to 20% of the Asian/Indian, while the coloured respondents were at 14%, as compared to a mere 8% of the Black African respondents (Afro-barometer, 2015:6). This is further reiterated by Bhorat (2009) that the legacy of the apartheid schooling system is still in existence and this is evident when looking at the management of schools, knowledge infrastructure, and the teacher quality.

When looking at the age cohorts of 15-24 and 25-34 in South Africa, the rate of unemployment has been consistently high and the recently reported figures were 54,3,% and 32,5,% respectively for both age cohorts respectively in the first quarter of 2017 (Stats SA, 2017). With regards to gender, women are still affected the most by unemployment when compared to men. Women in general have been on the receiving end of unemployment, unlike their male counterparts. Du Toit (2003:6) reiterates that “it is generally found that employment opportunities for young women are more limited

than those for young men, leading to slightly higher unemployment rates for young women”.

Coming to race, the Black African and Coloured populations are on the receiving end of unemployment. For instance, in the first quarter of 2017, the accepted unemployment rate in the first quarter of 2017 for Black Africans of all age groups was at 31,4%, the Coloured population at 22,9% while the Asian/Indian stood at 12,9% followed by the Whites at 6,6% (Starts SA, 2017). Still on this note, the expanded unemployment rate for Black Africans of all age groups was at 40,9% while the figure for the Coloured population was at 28,9% (Stats SA, 2017). When compared to other race groups, the unemployment rate for the Asian race group was at 15, 8% and 8,5% for Whites (Stats SA, 2017).

The unemployment rate for persons with qualifications less than matric is also considerably higher compared to other levels of education high in the scale (Statistics SA, 2007:15). The Black African youth are by far the biggest group that experiences unemployment and those who have attained higher levels of education fair relatively well in the labour market (Lam, Leibbrandt & Mlatsheni, 2007:12). The key government strategy in reducing youth unemployment has been to increase access to education, with more emphasis on the TVET colleges.

Still on education, the literature shows that education plays a significant role in one's prospects in the labour market. This is supported by the fact that almost 86 per cent of the unemployed youth in 2011 had no qualifications beyond matric and two-thirds have never worked (National Treasury, 2011:9). The lack of work experience continues to be a major stumbling block for young people attempting to access the labour market. With this in mind, the recent literature pins the reasons for a rise in unemployment on the large numbers of new entrants in the face of relatively slower labour absorption rate (Burger & von Fintel, 2009; 2).

Other scholars have argued that labour demand is greater among those with high levels of education and the long term unemployment rate was only 4,2% for degree-holders (Bhorat, Cassim & Tseng, 2016: 314). This is eight times lower than the average unemployment rate for work seekers with only Grade 8 to 11 schooling, which is at a staggering 30.9% (Bhorat, Cassim & Tseng, 2016). In this regard, the economy excludes those with lower levels of education. An argument can be made that even if

jobs of low skills were available, the employers would still prefer those with higher levels of education than their unskilled counterparts.

## **2.4 Socio-economic causes of youth unemployment in South Africa**

Chronic unemployment is not a new phenomenon in the South African labour market because there has been a parallel trend of negative growth in the economy struggling to beat unemployment (Lam, Leibbrandt & Mlatsheni, 2007:2). Bhorat (2009) highlights the following factors as the key causes of unemployment in South Africa:

### **Labour Force Participation Growth Rates**

Although being mostly visible in developed countries, research has shown a strong link between (un)employment and economic growth (Du Toit, 2003). With this in mind, it can be argued that higher levels of employment and economic participation in South Africa would ensure progress in reducing poverty and income inequality (Munyeka, 2014). A lot has been written about the importance of education in stimulating economic growth.

The literature provides three channels through which education can impact on economic growth (Bhorat, Cassim & Tseng, 2016:319). Mankiw et al. (1992 cited in Bhorat, Cassim & Tseng, 2016: 319) state that firstly, education increases the skills needed in the labour force, which in turn, increases labour productivity and thereby engendering transitional growth that leads to higher levels of output. Secondly, education is regarded as key in innovation areas of technology for the production of new products and process which leads to growth (Lucas, 1988; Romer, 1990; Aghion & Howitt, 1998 cited in Bhorat, Cassim & Tseng, 2016: 319). This automatically leads to a change in the economy in terms of the skills required to service the technology that is in place. Lastly, it is through education that people will be in a position to understand the processes needed to implement these new technologies (Bhorat, Cassim & Tseng, 2016).

Burger & von Fintel (2009) on the other hand give another illustration that provides one of the reasons leading to early school exit. The scholars argue that some pupils were over the age limit in their grades and this resulted in them being removed from the mainstream public education system, with the intentions of placing them into adult

education alternatives. What the research has noted is that this policy has failed because “its impact has been to push young people (predominantly black Africans) into the labour market without the skills required, rather than continuing with necessary training that is required for eventual absorption into the workplace” (Burger & von Fintel 2009; 3).

### **Labour Demand-Supply Mismatch**

South Africa is becoming a skills based economy. Due to globalisation, the country has been subjected to the same skills based technological changes as other parts of the world. This is especially visible in the agricultural and mining sectors, which in general employed many unskilled Black African workers (Levinson, 2007:1). Due to this change South Africa is moving away from a labour-intensive output growth path, as reflected in the falling share of employment in the manufacturing sector and contribution to GDP and the rising employment and output in the services sector (Antonopoulos, 2009) (Binns & Nel, 2002) (Mahadea and Simson, 2010 cited in Munyeka, 2014:260). This is because the share of unskilled employment has declined over the years in favour of semi-skilled and skilled employment.

Previously, a large number of people were absorbed into the labour market, mostly South African youth and migrants from across the region who were low skilled (Segatti & Landau, 2011:17). With the shrinking economy and rapid technological change, the employment of low skilled workers has decreased. This can be corroborated by Burger & Von Fintel (2009:6) when they argue that “demand for unskilled or semi-skilled workers (who are in abundant supply) decreased, whilst demand for highly skilled workers (for whom the unemployment rate was already low) increased”.

Bhorat, Cassim & Tseng (2016) also concluded on a similar note that the current supply of labour is characterised by a large contingent of job seekers with minimal levels of skills and experience for work (Bhorat, Cassim & Tseng, 2016: 314). This comes down to the issue of educational attainment. The policy of transition from school to FET colleges to those who are above the age limit hasn't achieved the intended outcomes. The impact of technology and globalisation has shaped the labour markets globally and also created dislocation in the workplace (Honwana, 2012).

This observation was made on the premise that the developments and the integration of sophisticated technologies in the workplace has further accelerated the change in the employment patterns that prioritise skilled over unskilled labour (UNCTAD, 2001 cited in Honwana, 2012:40). Still on the issue of education on the South African labour market, the country's high unemployment rate is said to be a reflection of the dynamic aspects of joblessness, and those who are unemployed are not acquiring the experience and skills that will enhance their productivity in the near future (Levinsohn, 2007:2).

A society requires educated and skilled citizens to drive the economy and if persons, especially the youth are unable to complete secondary education, the consequences can be severe for that particular society and individual's concerned (Mensch & Kandel 1988:95). This is true because in most advanced societies, one's importance is emphasized in their location in the division of labour (Du Toit, 2003). A study conducted in the metropolitan cities of the US found that the youth who drop out of secondary school have a likelihood of experiencing unemployment and lower wages in their lifespan than those who continue with their education (Morgan 1984, Feldstein and Ellwood 1982, cited in Mensch & Kandel, 1988:95).

Another study conducted in 4 African countries (namely, Egypt, Mozambique, Senegal and South Africa) over a period of time concluded on a similar note that the curriculum and teaching methods in schools have remained unchanged, despite the rate of transformation that is happening in the workplace. With this in mind, the study further argued that unemployment is the result of "(1) the low quality of education, in terms of teaching and learning (2) the absence of skills driven curriculum and, (3) social disparities in access to quality education amongst the citizens of the same country" (Honwana, 2012:41). From this information, It can somehow be argued that this labour demand-supply mismatch is also due to a large cohort of individuals who were supposed to be in the education system being forced into the labour market without the necessary skills to ensure success in the labour market (Burger & von Fintel 2009).

### **Labour Regulation**

In the South African workplace, the biggest labour movement, the Congress of Trade Unions (COSATU) has an influence in the political arena due to it being in alliance with the South African Communist Party (SACP) and the African National Congress (ANC)

This is not the same with the other labour movements such as the Federation of Unions of South Africa (FEDUSA) and the National Congress of Trade Unions (NACTU) because they are not aligned to any political party, at least on paper or publicly. With regards to COSATU, they will want to have processes that are termed to be democratic when resolving the workplace disputes. It is therefore not easy for employers to dismiss the workers in the workplaces that are unionised (Bhorat & Cheadle, 2009). The slow growth in employment can also be attributed to the tighter labour market regime which affords greater bargaining power to trade unions (Burger & von Fintel 2009).

The impact of labour market rigidities on employment creation or destruction has been studied extensively in the recent past. A panel data from 16 countries found that the type of sector and the size of the firms concerned explain almost the half of the differences in job flows and it was noted that there is evidence that a more regulated labour market reduces job flows, through the regulation's impact on entry and exit of firms (Haltiwanger et al. (2008) cited in Kerr, Wittenberg & Arrow, 2013:5).

Taking this into account, Bhorat et al (2013) argues that the levels of the dispute resolution system in the South African labour market are imperative to job creation and job destruction. The dispute resolution body is important in helping us to understand unemployment from a broader perspective in South Africa because it highlights that “an efficient labour market dispute resolution organisation does have significant impacts on employment and must therefore be monitored in order to minimize employment losses” (Bhorat et al, 2013: 14). Not only in South Africa, but globally, research has found that “rigid labour markets and the generous and long-lasting unemployment benefits are often cited as important factors causing high unemployment rates in Europe” (OECD, 1994; Nickell, 1997; Blanchard and Wolfers, 1999 cited in Klasen & Woolard 2000:1).

## **2.5 Effects of unemployment**

Moving to the effects of unemployment, several studies have been conducted on the impact of job losses on persons experiencing unemployment (Kessler, Turner & House, 1987). For instance, the health effects of unemployment include reduced

psychological well-being among the unemployed, one study found (Artazcoz, Benach, Borrell & Cortès, 2004). Studies conducted in Finland during the early 90's highlighted that the mere fact of becoming jobless can have a negative effect on a person's wellbeing (Mustonen, Pirjo & Simpura, 1994:21). On the other hand, other scholars (O'brien, 1986 cited in Du Toit, 2003) argued that the unemployment experiences of those who are unskilled are less difficult due to the fact that they have learnt to accept the status quo and tends to expect less of life as compared to their skilled counterparts.

Social support is important during periods of unemployment (Linn, Sandifer & Stein, 1985). It was also observed that the more unemployment rises, the more the number of people who rely on other members of households for their resources will also increase (Klasen & Woolard, 2000:16). It is in this context that issues of financial support arise; if there is no family support then a range of issues will make the experience of unemployment to be severe. Unemployment comes with different forms of losses, whether economic or noneconomic. These losses might not be directly linked to poor mental health, but can be understood from a viewpoint of individual experiences, taking into consideration their family history in different social contexts (Artazcoz, Benach, Borrell & Cortès, 2004:82).

Family or social support is emerging as key in aiding people cope better with unemployment. Therefore, it can be argued that "for persons whose unemployment status remained uncertain over more prolonged time periods, high levels of social support did have buffering influence" (Linn, Sandifer & Stein, 1985:503).

It is worth focusing on the point above because some studies have concluded that in South Africa, the unemployed people tend to attach themselves to households with pension or some form of remittance income, which significantly reduces job search activities and their prospects of finding employment if the household in question is located in rural areas (Klasen & Woolard, 2000:18). Factors attributed include the high employment search costs or the low employment prospects in the area concerned (Klasen & Woolard, 2000).

The unemployment experiences of those who are unskilled and skilled will differ because their needs will not be the same, to a certain extent. Despite all persons sharing the same basic needs in terms of clothing, food, shelter and water, their lifestyles will be different, hence their unemployment experiences will differ. This



argument is supported by a study conducted in the late 1980's in South Africa. In this study the researchers looked at the quality of life during periods of unemployment amongst the black population in urban areas and the conclusions were that even though the quality of life was compromised, evidence showed that the perceptions of self-esteem and personal competence were not permanently wounded (Moller 2001 cited in Du Toit, 2003:14).

It should be taken into consideration that the study cited above was conducted before democracy. This was a period when Black Africans were perceived on being on the back-foot economically when compared to the other races, due to the political order of the day. Moving further, unemployment is regarded as a stressful event which can affect mortality and or morbidity, whether being examined through the national trends in health and death rate or in selected individuals over time (Linn, Sandifer & Stein, 1985:502). The health effects of unemployment have been studied extensively amongst the different roles of both men and women in the labour market (Artazcoz, Benach, Borrell & Cortès, 2004:84).

We can attempt to make a link between stress and psychosocial factors, from the premise that unemployment leads to stress. With this in mind, there are two complementary schools of thought that link stress factors to negative physical and psychological health (Price, Choi & Vinokur, 2002). The evidence in the literature is that stress is a process in which social and physical stressors result in poor health outcomes amongst the affected people (Kahn, 1981 cited in Price, Choi & Vinokur, 2002:1).

The assumption here will be these are some of the personal problems that the unemployed persons face because it is argued in the literature that stress is one of the outcomes of unemployment. With this in mind, this proposition further suggests that social and physical stressors result in short-term psychological and social responses which includes distress, withdrawal and lower motivation, which in some cases lead to chronic health problems (Kahn, 1981 cited in Price, Choi & Vinokur, 2002:1).

This research will attempt to uncover these factors resulting from stress caused by unemployment, if such exists. If the evidence from this study proves otherwise then the inference will be that people react differently to unemployment, maybe due to a

number of reasons such as levels of education or skills, responsibilities and financial strain, to name a few.

This is further corroborated by Kessler et al (1987: unknown) when they argue that “unemployment, like other events, is not the same experience for everyone exposed to it.” It is also evidence that “some persons may be able to cope better with the stress resulting from unemployment than others and on the other hand, those with better support systems and a high self-esteem seemed to experience less unemployment stress” (Linn, Sandifer & Stein, 1985:506). An understanding of this variation might be facilitated by breaking down the analysis of unemployment into the consideration of the various stresses that it creates or exacerbates” (Kessler, Turner & House, 1987: 949).

Still on the effects of unemployment, this study was also interested in investigating cases of drug or substance abuse amongst the unemployed youth, due to the evidence that is available in the global literature. For instance, in Finland it was observed that when the relationship between unemployment and alcohol consumption was considered, unemployment is likely to have severe consequences for persons involved, since an increase in alcohol consumption may serve as a coping mechanism, while in turn this can result in severe consequences (Mustonen, Pirjo & Simpura, 1994:22). So far not much is written in South Africa to support this claim because high alcohol consumption will require a person to have money or networks of people who will provide alcohol. In most cases the literature suggest that the unemployed have limited access to social networks (Mustonen, Pirjo & Simpura, 1994).

## **2.6 EPWP in fighting youth unemployment**

In 2004, the South African government introduced a program to fight unemployment. This was on the premise that unemployment is regarded as a national problem that needs all the stakeholders to (business, government and labour) address. This flagship government job creation program has been the Expanded Public Works Program (EPWP) (Antonopoulos, 2009). Launched in the 2004/2005 financial year, the phase one of the EPWP was hailed as a platform for making good the claim to be giving a source of income for those who do not qualify for any form of social assistance (Meth, 2011:2). The EPWP was centred around the idea of giving persons who

wouldn't otherwise had access to the labour market an opportunity to set foot in, believing that exposure will open other opportunities for the recipients.

Since its inception in 2004, "the EPWP has come to be regarded as the flagship employment project of post-apartheid government as it sets out to provide temporary job opportunities supported by training to enable job seekers to access more permanent employment" (HSRC, 2007).

It should be noted that the EPWP aims to create short-term work opportunities as well as training to the unemployed and unskilled work seekers (Nzimakwe, 2008:1). What makes the EPWP to be unique is that all the government department are responsible for the implementation within the given budgets, with the Department of Public Works as the lead agency (Meth, 2011; Nzimakwe, 2008). Phase one of the EPWP was to be measured after five years, with the goal of creating one million work opportunities (Meth, 2011). Phillips (2004) cited in Nzimakwe (2008) gives the sectors within government that were identified as having potential to create work opportunities. These are

- Environment (looking at the opportunities in the public environmental improvement programmes)
- Social (Looking at work opportunities in public social programs such as early childhood development, home-based care workers)
- Economic sector (e.g using government expenditure on goods and services to provide experiential learning in small business enterprises)

EPWP programs have long been used in developed countries, as a fiscal policy measure to expand or contract public spending in periods of unbalanced local demands as well as a short-term measure to fight poverty (Thwala, 2011:6012). The EPWP has been regarded as a success, based on the targets that have been achieved. For instance, in its 4<sup>th</sup> quarterly report of 2004, it was reported that 223 400 work opportunities have been created through the EPWP in its first year of the programme (Nzimakwe, 2008:201).

Despite these noted success stories, the EPWP program had and still has its fair share of problems. Phillips (2004) cited in Nzimakwe (2008:211), noted that with experience, the following factors should be avoided in the future:

- Attempting to achieve a lot too soon. This was said to end up sacrificing one of the program's goals such as transparency in terms of encouraging full participation of the public and also in decision making. (Nzimakwe, 2008).
- Many small projects with no links to other programs, which results in a wasteful usage of resources, a duplication of learning and training expenses and not satisfactory performances (Nzimakwe, 2008).
- Not enough time for proper planning and building the institutional memory for effective and efficient implementation (Nzimakwe, 2008).
- A programme with many objectives, resulting in the program failing to achieve any of them (Nzimakwe, 2008).
- An inconsistent political support (Nzimakwe, 2008).

Besides the above mentioned issues, there are a number of challenges that were reported on the EPWP programme. A pressuring challenge confronting the EPWP currently has been that it is almost impossible to have all the spheres of government (National, Provincial and local) to work together to implement the programme (Nzimakwe, 2008). With regards to implementation, Phillips (2004) cited in Nzimakwe (2008) highlighted that the EPWP's implementation is riddled with problems that will need to be addressed if the society is to harvest the fruits of this flagship program.

This has been: (1) "There should be a move away from viewing the EPWP as a DPW project, rather than the program of all spheres of government (2) unemployment should be viewed as a national crisis and the tendency for this problem to be relegated to someone else must be stopped".

An argument can be made that the EPWP had a potential to absorb many unemployed young people because the unemployment rate amongst the age cohorts being studied remains relatively high.

## **2.7 Theoretical framework**

The composition and strategic importance of class in society has changed in the recent past (Palmer, 2014). This is because work is no longer secure and this poses a threat of disintegration in the current social order, rather than a constructive response to it (Palmer, 2014). With this in mind, a new social class called the precariat has emerged. Standing (2011) argues that the precariat is a group of mostly young people and

members of social movements who are parading the cities in Europe and other parts of the world demanding sustainable jobs, social security coverage from their governments and some of these protests turn violent.

However, Standing's argument on the precariat as a dangerous class formation is regarded as vague by other scholars because it tries to integrate all kinds of people into one bracket at once. For instance, Frase (2013:11) argues that "It is problematic to regard the precariat as a class category, due to the fact that this concept attempts to put together many different fragments of the population and because it too strongly excludes segments of what Standing defines as the working class, which still enjoys relatively stable and projected employment situations". Frase's argument is that we cannot compare the working "poor" with the unemployed youth because the latter are entitled to some form of employment benefits while the unemployed youth have nothing and then categorise them in the same bracket.

When looking at class formations in society, it is argued that "class locations are determined by their role in relation of production and reproduction. Social classes are also relational, they do not emerge on their own" (Munch, 2013:751). In this case, as both authors have argued, we will need to go further in unpacking who exactly is the precariat as Munch (2013) advocates for us to not merely look at what constitutes the precariat currently, in other words we need to look deeper and try to understand the family histories of those blanketed under this term.

Taking the proletariat into the South African context the youth who possess a matric qualification and below are increasingly becoming despondent with a lack of employment opportunities, access to higher education perhaps, housing, amongst other things. It should also be noted that those also in the labour market are having challenges because work has moved from Fordism to being atypical, in other words, workers are no longer staying with the same employer for the rest of their working lives and as a result they cannot access employment benefits that come with long term employment. This will mean that both cases mentioned above (the unemployable youth and the contract workers) will be all under the blanket of the precariat. It can further be argued that both groups will experience disillusionment with the democratic dispensation South Africa carries with and this will threaten the future of the country (Levinsohn, 2007:2).

Still on this note, Seekings (2015) argues that “a large minority of South African households fell into the poor or lower class in the two decades after 1994 (Seekings, 2015:19). What makes the South African lower class to resonate more with the precariat is that those who are working are still poor and they lack the educational qualifications and the skills required to secure regular employment and they do not have the networks that enable people with skills to easily access opportunities that are open to such people (Seekings, 2015).

This is further corroborated by Palmer (2014) who argued that precariousness is juxtapositional to class formation. However, there are differentiations that separate those with access to decent employment and those who struggle and must scramble for work and the minimum wage (Palmer, 2014). The precariat is replacing the old class structures with new ones. Standing’s argument on the precariat is that the hierarchy of stratification has changed dramatically because we now have a contemporary society that lowers the structures into different layers, namely: the manual working class, the mass unemployed who are mostly social misfits living a marginalised life and this class is mostly comprised of the youth (Palmer, 2014). However, we should be mindful that in the precariat literature, the reference points and theoretical frameworks constructed are virtually rooted in the global north (Munch 2013:752). This make it difficult to universalise the term due to differences in the global north and south.

Unemployment is one of the characteristics of being in a precarious situation (Standing 2011:45). However, it should be noted that the state of precariousness is not just being unemployed, in fact is it a lifestyle that is emerging globally. This is because “In the pre-globalisation era, unemployment was seen as due to economic and structural factors. The unemployed were unfortunate, in the wrong place at the wrong time. Unemployment benefit systems were built on the principle of social insurance; everybody contributed, so that those with low probability of becoming unemployed subsidised those with a higher probability. That model has collapsed” (Standing 2011:45). Still on this matter, the unemployed in South Africa have no unemployment insurance to fall back on (Klasen & Woolard, 2000:V). It is on this premise that we can view the unemployable youth from the perspective of the precariat

The precariat resonates much with the South African youth who are of interest to this study. This category of persons is not eligible to receive any form of social assistance such as social grants because they do not meet the eligibility criteria to be assisted by the state. To be specific, an unemployed person who is not living with a disability or who has never contributed to the Unemployed Insurance Fund (UIF) is automatically excluded from the basket of social assistance and the EPWP on the other hand does not represent social assistance for this age cohort in question.

## **2.8 Conclusion**

In this chapter we reviewed the literature on unemployment globally, and contrasting it with the South African case. The effects of unemployment on health, psychological and economic wellbeing are also reviewed. Family support in dealing with unemployment is an important observation to make, taking into consideration the impact of social grants in households with unemployed persons.

# **Chapter 3: Methodology**

## **3.1 Introduction**

This chapter describes how the research design and the data collection approach come into fruition and how the methodological issues arose from the fieldwork experience. The chapter also highlights the issues of ethical approval, confidentiality and the informed consent. The actual research process and the experience in the field is taken into consideration as it plays a critical role in terms of how the methodology unfolds into reality. To further test the rigorousness of the methodology, the data is verified through the principle of confirmability, credibility, dependability and transferability are observed.

## **3.2 Research design**

A research design for this study was guided by the theoretical framework articulated in chapter two. Based on the problem to be investigated, the research design included a thorough literature review that highlighted a gap in the literature that the study attempted to fill. Two specific areas were selected to source the research participants and the reasons for this selection was based on race and socio economic factors amongst the research participants. The concept of unemployment was operationalised for this study, this is due to the fact that the research adopted the expanded definition of unemployment as given by Statistics South Africa. Furthermore, the unemployment reference period was operationalised as having been without work in the week preceding the study.



### **3.3 Population and Sampling**

#### **3.3.1 Study Population**

The study population for this research were the youth who are unemployed in the two areas identified for the study. In total, sixteen women participated in the FGD's in the two areas identified for the study. For men, the number of those who formed part of the FGD's was seventeen. With the IDI's, ten women and ten men participated. The research participants who formed part of the FGD's also participated in the IDI's, albeit not all of them. The two areas were identified because they are located close to industrial areas. One key factor for the selection of these places is that Reiger Park was an area designated for the coloured population during the forced removals of the people when the government of the day was enforcing the Group Areas Act. Since these are areas in close proximity to industry, there is a trend of migration from rural to industrial areas in search of employment opportunities, while also being mindful of those who were born in these townships also searching for employment. The research participants were Black Africans and Coloureds because these are the groups that are mostly affected by the scourge of unemployment, especially youth unemployment. Based on the current literature on youth unemployment, the selection of these two population groups was based on the following:

- According to Statistics South Africa, the levels of unemployment among people with educational qualification below matric are high amongst the Black Africans and Coloureds population. The figures are 58,4% for the Black Africans and 66,1% for the Coloureds respectively (Statistics SA, 2016:xii)
- To different degrees, the townships reflect Black and Coloured populations (Reiger Park has 46,6% Coloured residents and Madadeni is at 91,9% Black African residents (Statistics SA, 2016).
- The location of the townships close to industrial areas will allow the researcher to explore issues of job availability and labour supply.

### **3.3.2 Sampling Technique**

Snowball sampling was used for carrying out this research. The two acquaintances were identified because of their positions in the locations identified for the study (both public servants). The acquaintances were in a position to identify the research assistants who then mobilised the research participants. The research participants were the youth between the ages of 18 to 24 with a matric qualification and below. The reason for the selection of this age group is because this is the category that is uniformly accepted worldwide as being youth or part of the youth.

### **3.3.3 Sampling Characteristics**

A sample of 33 purposefully selected participants formed part of the study. This number represents both the participants in the In-Depth Interviews and Focus Groups Discussions. The sample consisted of the youth from both the Black African and Coloured populations, both male and female. The races mentioned were the core for the selection of the research participants because of the reception of the South African labour market towards them.

## **3.4 Data Collection Approach**

### **3.4.1 Data Collection Methods**

The research adopted a qualitative method for the collection of data. In this method, a triangulation approach was adopted in terms of mixing two research instruments. This was in order to probe further the research problem at hand.

### **3.4.2 Data Collection Instruments**

The data was collected through the mixed data collection instruments, this included both the Focus Group Discussions (FGDs) and the In-Depth Interviews (IDIs). These data collection instruments in the research process complemented each other. Shenton (2003:66) argues that when using triangulation, "individual viewpoints and experiences can be verified against others and, ultimately, a rich picture of the attitudes, needs or behaviour of those under scrutiny may be constructed based on

the contributions of a range of people". The FGDs were held in two locations and the data collected from the FGDs added to the rich data which juxtaposed the IDI's.

It should be noted that The FGDs and the IDIs were relevant data collection instruments for this research because they both have characteristics that are similar to the informal discussions that take place in the everyday lives of people (Delaney, Egan & O'Connell, 2011). These research instruments were selected on the basis of being best suited to help the researcher to understand the impact that joblessness has on the youth in their communities from their own perspective.

It has been said that "human beings have long been gathering together to discuss important issues in groups" (Colucci, 2007:1422). The scientific community simply took this method of gathering and formalised it into a data collection technique. This is because it is through such settings in which people are able to express themselves freely while also sharing different opinions in an environment in which they are comfortable. The literature suggest that focus groups mostly consist of between 6 and 12 participants drawn from a study sample of interest, with sessions lasting between one to two hours until the topic of interest has been covered to the satisfaction of the research participants (Stewart & Shamdasani, 1990 cited in Freeman 2006:492).

The satisfaction of research participants will mean that they no longer have more to add or questions to ask, meaning that saturation has been reached for that particular topic on the specific questions that were posed by the researcher. The number of participants is made deliberately to be small enough, in order for everyone to participate, while still large enough to share different views across the group as a whole, instead of shredding into smaller parallel discussions (Krueger 1994, cited in Freeman 2006:492).

The first FGD took place on the 12<sup>th</sup> of December 2016 in Madadeni at Dicks Halt. With Dicks Halt, eight female participants participated in the FGD, while the male FGD consisted of ten participants. For Reiger Park, the data collection took place on the 15<sup>th</sup> of December 2016. With Reiger Park, eight female respondents participated in the FGD, while the male respondents made up seven. For this particular research, it was important to have FGD's due to the fact that it is a qualitative instrument that is able to uncover the rich understanding of people's lived experiences, within their particular circumstances and settings (Murphy et al. 1998 cited in Freeman 2006:491).

Focus groups are vital in such settings because this research instrument is able to accommodate different traditions that are used in data interpretation.

Still on the focus groups, the other motivation for the usage of this research instrument was that it was best characterised as a method of “group interview that places a particular form of importance on the interaction between the carefully selected participants, guided by a moderator through the usage of a carefully designed topic” (Freeman 2006:492). From this literature, using the FGD’s, the research was able to elevate the self-disclosure among the participants by exploiting on the group dynamics during the discussions (Freeman, 2006).

In Dicks Halt, the FGD’s, were very fun, respondents were debating amongst themselves and the researcher had to calm them and emphasise that all their opinions are important in this subject matter and everything that is being said is taken into consideration and not challenged by the researcher. This process is reiterated by (Kitzinger 1995;1999) when the researcher argued that “instead of the researcher asking each person to respond to a question in turn, the research participants are encouraged to talk to one another: asking questions, exchanging anecdotes and commenting on each other’s experiences and points of view”.

What captured the researcher’s imagination was that it seemed like the research participants have never been in a forum where they were free to express their thoughts without fear. During the discussions, it seemed like the gathering served as a platform for them to say things that they have never said before. They are bright persons, irrespective of their educational levels and the status of being unemployed. The FGD was best suited for this research because it does not discriminate against those who cannot read or write (Kitzinger, 1995). During the research, the ability of the FGD’s to transcend normal conversations into focused dialogues while still maintaining simplicity showed that this research instrument bears similarities to doing studies in ethnography, grounded theory and participant observation (Nyamathi & Schuler cited in Webb & Kevern, 2000).

Coming to the other instrument, the in-depth interview is mostly described as some form of conversation (Burgess, 1982a, 1984, Lofland & Lofland, 1995 cited in Legard, Keegan & Ward, unknown; 138). This conversation is mostly similar to people’s everyday conversations but the minor difference is that the In-depth interview tends to

be specifically inclined to a certain topic. This form of data collection was seen to be best suited for this study because at the “root of in-depth interviewing is an interest in understanding the lived experiences of people being studied and the meaning they derive from those experiences (Seidman, 2006:9). However, it should be noted that it is impossible to fully understand people’s lived experiences of a phenomenon being studied and this research instrument serves to get close to understanding people’s lived experiences through their own language and understanding.

This caution can be further corroborated by Schurtz (1967 cited in Seidman, 2006: 9) when he argued that “ it is never possible to understand another perfectly, because to be able to do that will mean we had entered into the other person’s stream of consciousness and experienced what he or she had”. It is said that a good IDI will appear to be realistic, however, in reality it will bear little resemblance to the everyday conversation (Legard et al, unknown:138) It is through this warning that we are able to appreciate the limitations on our understanding of others, then we can try to comprehend them by understanding their actions (Seidman, 2006:9).

The IDIs took place shortly after the FGDs. Ten IDI’s were conducted per site, five each for both genders. Both the researcher and the fieldwork assistants, assisted with conducting the IDI’s. The research participants once again highlighted the difficulty in the languages used in the interviews. As a result, the researcher and the fieldwork assistants had to give the research participants the IDI guides to read so that they can understand. This was a learning lesson that irrespective of people’s educational levels, English is the most preferred language of communication, especially amongst the youth.

The study was specifically interested in the unemployed youth, between the ages of 18-24, with a matric qualification or below. Taking this into consideration, the IDI’s gave the researcher and the fieldwork assistants an access to the context of the behaviour of the research participants and trying to give meaning to that behaviour (Steidman, 2006:10).With this in mind, it was observed during the fieldwork that the experience of being unemployed tended to define their daily life experiences. In other words, they only see themselves as the unemployed, not contributing in their households, some always being frowned upon by their families and accused of all sorts of things. From this observation, the meaning that people make of their

experience tends to affect the way they carry out that lived experience (Blumer, 1969:2 cited in Steidman, 2006:10).

The major challenge during the fieldwork has been the issue of the language used in the IDI. The research participants appreciated the fact that we tried to have the IDI's in their home languages but it was very difficult for them to understand the meanings of the questions being posed. The issue was that the questions were very deep and harder than the normal dialect they used in their households every day. As a result an English copy of the IDI had to be used and it was more understood. Taking this issue into consideration, the purpose of the IDI is to understand meaning behind the language, this became a bit confusing because the interpretations were no longer the same in this case. Heron (cited in Steidman, 2006:8) argues that in order to "understand the behaviour, one needs to understand the usage of language". This quote is important since it tells us that at the core of what it means to be human is in the capability of people to be in a position to symbolise their experience through language (Steidman, 2006:8).

### **3.5 Data Analysis Approach**

The data from the taped FGD's was transcribed manually into the word document in the format of question and answer. In other words, the FGD's guides were used with the questions aiding in writing the responses from the tapes. This process required attention to detail. Taking the language issue into consideration, the FGD's participants in Madadeni provided responses in IsiZulu and the researcher was able to understand both the responses of the male and female participants and to translate them into English when transcribing. This was also the same with the IDI's. With the Reiger Park FGD's, both the male and female research participants opted the research to be conducted in English instead of Afrikaans, as we have noted earlier that they had a problem with the Afrikaans FGD's and IDI's as the content of the language was more deeper than their everyday vocabulary.

The researcher and the fieldwork assistant of Reiger Park transcribed both the IDI's and the FGD's. Once all the data was transcribed, it was then loaded into the Nvivo 11® computer assisted software. The software allows for any form of a readable

computerised format to be loaded into the system and the user can be able to put colours and create memos, tree nodes while the document is on the system.

The data was analysed using the computer software Nvivo 11®. This software is helpful in categorising data into segments and it gives the researcher an opportunity to explain the link occurring between the responses and research questions through the usage of memos. In this instance, codes were created from the data which explained the actions and meanings. The tree nodes further explained the links between the data and the related actions and meanings to further strengthen the relationship between the coded data. This is corroborated by (Hutchison, Johnston & Breckon, 2010:290) when they argue that “sorting codes into branches in trees prompted the identification of common properties and make early comparisons”. Nvivo 11® enables the researcher to identify the codes and categories that have more than one dimension or group within one concept (Hutchison, Johnston & Breckon, 2010:283).

Open coding was created from the data with the assistance of nodes from Nvivo 11®. (Bazeley, 2007) in (Hutchison, Johnston & Breckon, 2010:289) reiterates that through coding, the researcher “attempts to explain what is happening in the data and Nvivo 11® facilitates this process since it allows for the creation of nodes, which provides storage areas in Nvivo 11® for references to coded text”. The nodes created reflect the codes that were taken out from the data. Some of these codes had their tree nodes, which further strengthened the bigger nodes. The nodes were accompanied by memos. “This coding does more than shift, sort, and summarise data, it breaks the data up into their components or properties and defines the actions that shape or support these data” (Charmaz, 2012:5). The research was about the Experiences of Youth Unemployment in Reiger Park and Madadeni Townships in South Africa.

### **3.6 Ethical Consideration**

The research participants were briefed about the purpose of the research and what it intends to achieve. Direct consent was obtained from all the research participants who were directly involved with the research. The informed consent forms were issued out to the participants before the actual research and the issue of voluntary participation was emphasised. With this in mind, the research participants were in a position to

choose whether to participate in the study or not. They were also informed that they could withdraw from the study at any given time should they wish to. In this particular case, one research participant withdrew in the middle of the research during the study. Nobody was forced to participate in the study or be subjected to any form of coercion or inducement.

The research participants were guaranteed confidentiality and their names are not used in any way or means in the study. Their personal details such as names and contact numbers were not important hence the IDI's are only assigned numbers for quality control purposes. Pseudonyms were used to consistently identify the responses of the participants. The research participants were informed from the start about the objectives of the study and the researcher ensured that no harm was done to the participants

It is common knowledge that doing interviews, especially academic interviews, requires that the researcher needs to establish access to the site of the study and make contacts with potential research participants whom the researcher has never met (Steidman, 2006:12). With regards to gaining access to the research participants and the areas identified for the study, contacts were made on a personal level with persons the researcher knows in these townships. The reason for their selection was because they are both civil servants (one is a teacher and the other is a labour inspector) and the probability of them interacting with the participants best suited for the study was high. The civil servants then referred persons who were best suited to be fieldwork assistants. From this perspective, the fieldwork assistants were then appointed, being both male and female. The fieldwork assistants were in a position to recruit the research participants based on the criteria that the researcher has set.

### **3.7 Data Verification**

#### **Credibility**

With regards to credibility, the research was tested when the rich data emerging from the FGDs provided similar responses to the IDI data. Looking at the youth unemployment situation in the country, the findings of this research are credible because they can relate to different areas if the study was to be conducted somewhere else in South Africa in areas with a high prevalence of unemployment, provided that



the research participants of the same characteristics are to be selected. Moving further, it can be further argued that triangulating both the FGD and the IDI findings as well as the selection of different informants and different sites of data collection will further strengthen the credibility of the study (Shenton, 2004).

### **Confirmability**

In most cases researchers approach the research questions with pre-conceived ideas about the findings that are likely to emerge from the data. Confirmability in qualitative research helps to keep this in check. This can be corroborated by Tobin & Begley (2004:392 cited in Anney 2014:279) when they argue that “confirmability is concerned with establishing that data and interpretations of the findings are not figments of the inquirer’s imagination, but are clearly derived from the data”. In this case the researcher was in a position to account for all the research steps taken to arrive at the conclusion of the study. Efforts were made to minimise researcher’s bias in the study. In this study, the concept of confirmability ensured that necessary steps were taken in that the findings emerging from the research are the result of the experiences and ideas of the research participants, rather than the characteristics and preferences of the researcher (Shenton, 2004:72).

### **Dependability**

Bitsch (2005:86 cited in Anney 2014:278) “refers to dependability in research as the stability of findings over time”. With this in mind, other researchers will be in a position to use the findings of this study as a reference in the near future if the country’s economic and social policies derail from the developmental policies that we are in. It can further be argued that credibility and dependability are confidence builders if the relationship is not explained between the two. This can be corroborated by Lincoln and Guba (1995 cited in Shenton 2014:71) when they “stress the close ties between credibility and dependability, by arguing that in practice, a demonstration of the former goes some distance in ensuring the latter”. Through the usage of over-lapping methods (FGD’s and IDI’s) this research complied with the standards of dependability

## **Transferability**

The samples in the selected areas of this research were much smaller and there has been a debate as to whether the findings of this kind of study can be applied to other populations. Transferability in this study ensured that this becomes possible. Since this research is looking at the characteristics of certain individuals and geographical contexts, it might be possible for the findings to be applicable to other areas with similar features. Shenton (2014:72) argues that the “provision of background data to establish context of study and detailed description of phenomenon in question will make it possible to allow comparisons to be made”. If the detailed description of the study is given and the purposive sampling of the participants is justifiable then the transferability of the inquiry can be met (Anney, 2014).

### **3.8 Conclusion**

In this methodology chapter, the research design was given and the data collection instruments were explained as well as the reasons behind their selection. The data sources were given and the challenges encountered during the fieldwork such as the language used in the research instruments. The fieldwork experience is also fully detailed. Moving further, the ethical consideration also came into play, taking into consideration the issues of confirmability, credibility, dependability and transferability.

# **Chapter 4: Data Presentation: Experience of Living with Unemployment**

## **4.1 Introduction**

This chapter deals with the data presentation of the study. This was achieved through grouping the research instruments into segments that attempt to answer the main research questions. In organising the data, thematic titles are used around the research questions and classified into positive or negative responses. The data was analysed using Nvivo 11®, a computer aided software. Through this software, memos were generated to extract themes which emerged from the analysis in order for the presentation of the data to be simple. A conclusion then summarises the key findings from the main research questions and the processes applied for analysing the data.

## **4.2 Findings**

The themes that emerged from the data are as follows:

- 1. Gender and employment**
- 2. Education**
  - 2.1 Highest levels of education achieved amongst the respondents**
  - 2.2 Prospects of securing employment in the near future**
- 3. Family Support**
  - 3.1 Are the Unemployed Youth Parents**
  - 3.2 Unemployed Persons in the Household**
  - 3.3 Family's view on unemployment**
- 4. Ideal Job Opportunities**
  - 4.1 Types of Jobs**
    - 4.1.1 Previous Employment**
    - 4.1.2 EPWP**
    - 4.1.3 Kinds of Economic Opportunities Available**
  - 4.2 Acceptable wage**
    - 4.2.1 Exploitation**
  - 4.3 Suitable Jobs (Focus Groups)**

- 4.4 Challenges securing employment in this township**
- 5. Relocation**
  - 5.1 Born in the area**
  - 5.2 Local People who have relocated and have found employment**
- 6. Social Grants**
- 7. Stress related to unemployment**
  - 7.1 Focus Group Responses related to unemployment**
  - 7.2 Medical Attention as a result of stress related to Unemployment**
  - 7.3 Unemployment**
    - 7.3.1 Crime**
    - 7.3.2 Sexual Abuse cases**
    - 7.3.3 Views on crime**
  - 7.4 Drug and Alcohol abuse**
  - 7.5 Jobs Young People won't accept**
  - 7.6 People's progress**
  - 7.7 Personal effects of unemployment**
  - 7.8 The daily experiences of the unemployed**
    - 7.8.1 Daily Activities**
  - 7.9 The duration of being unemployed.**
  - 7.10 The manner in which people get employed**
    - 7.10.1 What has changed, if so**
- 8. Struggling with debt**

Open coding was the first step in which the raw data was examined to begin developing names and categories (Litchman, 2012:258). The decision to arrive at these codes was through the careful reading of the texts in the data. The researcher focused on line by line coding because this process exhausts categories and manages the data in a way that minimises codes that are deemed important (Holton, 2010:24). In these codes, the research participant's responses are recorded to support the code. They are recorded to exhaust the IDs of all the information required for the purposes of the study. Charmaz (2012:4) argues that by "interrogating the data and emerging

ideas, with analytic questions throughout the research, the level of conceptualisation of these data can be raised and also increasing the theoretical reach of our analyses”.

As stated before, memos were recorded during the conceptual development of the codes that emerged from the data. The memos give the logic behind the selection of such codes and give meanings to them. Nvivo11® provides a platform to link the memos to the selected codes from the data. The memo structure encourages the researcher to record all relevant information in order to facilitate sampling decisions (Hutchison, Johnston & Breckon, 2010: 287). The memos created in this research with their descriptions are listed below:

### **Different types of memos**

Name	Description
Public perception about bias when securing employment	This memo explores the perceptions of bias in securing employment amongst the gender
The role of education in improving the current state	All perceptions that the respondents recorded on the issue of education
Levels of education	Respondent's levels of education
Acceptable living wage	In this memo, the respondents talk about the money they think they can accept as a wage, they believe this can cover their living expenses.
The kind of employment opportunities available to young people	What respondents think about the jobs available to them?
Relocation	In this memo, respondents talk about the thoughts of moving to other areas in search for better opportunities.
Born in the area	Records issues that face people born in this area.
The day in the life of the unemployed	Records personal and psychological challenges facing the unemployed
Family's view on unemployment	This memo gives detail on how the unemployed are treated by their families.
How people used to get jobs	The change in the way people used to access job opportunities.

Table 1: Memo's from the data

Once the codes were created from the data during open coding, a close examination of them led to axial coding. Axial coding refers to the process of relating categories to their subcategories (Hutchison, Johnston & Breckon, 2010:291). Axial coding examines the similarities in the codes created during open coding. This stage guided the researcher in terms of developing a logically connected set of ideas emerging from the categories being selected. The other argument is that in this process, the researcher carefully examined the codes from the open coding again to look for those that were redundant so that they can be collapsed. In this instance, axial coding was applied to make choices about the codes that are most important and those that are redundant (Litchman, 2012:240). In this instance, a structure was developed which represents a minimum number of categories. These categories were then chosen to represent the key concepts which emerged from the data and it is from these concepts in which the theory is drawn (Litchman, 2012:240). The following codes merged to create categories in this research:

- 1. Family Support + Social Grants**
- 2. Education + Ideal Job Opportunities**
- 3. Debt + Stress Related to Unemployment**
- 4. Relocation + Gender and Unemployment**

After axial coding, the final process is the step that identifies the concepts that eventually develop into theories. When axial coding was concluded, selective coding was applied in order to make a decision on which categories are important (Litchman, 2012). The findings below are a combination of theories that emerged from the selective coding.

### **Family Support + Social Grants**

When the findings are combined, to create a theory from the research on the experiences of youth unemployment in the selected townships, it emerged that family support was vital in ensuring their survival, more especially the social grants from the Child Support Grant (CSG) and the Old Age Grant (OLG). The Foster Care Grant (FCG) did not contribute much compared to other types of grants. Respondents were reluctant to discuss this issue because of the stigma regarding social grants, especially

in the low income communities. The observation made above can be corroborated by Du Toit cited in Davids (2010:8) when they argued that “the culture of poverty theory state that many poor people get accustomed to their deprived situation and then develop a way of life that keeps them poor; the poor further exhibit feelings of marginality, helplessness, dependency and inferiority.”

### **Number of Persons in Grant receiving households**

OAG dependent	CSG Recipients	FCG Recepients	Income from work/sales	Other sources of income
4	10	1	1	0

Table 2: Sources of income

What emerged is that the social grants play a pivotal role in reducing poverty amongst the youth who participated in the study. If there was no social assistance in terms of the social grants that they receive from the state then many of these families will be in dire straits. Therefore hunger and other poverty related consequences are reduced as a result of the social grants.

### **Relocation + Gender and Unemployment**

Coming to Relocation + Gender and Unemployment, the respondents are reluctant to move because of accommodation and personal networks in other areas. This again introduces the notion of work being far from home and not having transport money to go look for opportunities away. In their communities there are those who made it, in terms of relocating and getting employment and this inspires those remaining behind to go look further. The issue of gender when it comes to employment is still a highly contested topic and some believe that in a democracy, all persons irrespective of gender have equal access to economic opportunities while some argue that some forms of employment can only be performed by a certain gender due to physical characteristics.

## **Education + Ideal employment opportunities**

With regards to education and ideal employment opportunities, the research shows that many young people want to further their studies so that they can access the ideal job opportunities that they dream of. With no education, such opportunities are limited. Many cited problems such as lack of financial support that caused them not to pursue their education. The current employment opportunities available to them are not sustainable and they require physical strength while the wages offered are also meagre. Jobs in construction and factories are what is currently available to them and they are always short term and don't last long. With this in mind, if the job is temporary, one cannot make financial commitments to improve their lives and will be forced to live from hand to mouth on a daily basis.

## **Debt + Stress related to unemployment**

On the psychological factors of unemployment, debt and stress related to unemployment codes merged in axial coding to give a theory that explains the problems people who are unemployed confront on a daily basis. People who are having stress as a result of joblessness are mostly those who have dependants and not being able to provide for them. Lastly, the selection of these concepts is influenced by the fact that they appeared to be richer and powerful than when the researcher combine other codes in the data.

From the findings, there is no good experience that comes from being unemployed. The unemployed are frustrated and have no hope for the future. Education emerged as the only source of hope that can make their experience of unemployment less severe. The research noted that the experience of living with unemployment do not only apply to the youth, but adults also have stories to share with regards to their unemployment experiences. Still on this note, the experiences of youth unemployment will differ greatly from those of adults out of jobs because adults have more responsibilities as compared to the youth in terms of providing for their families and the youth may still be under their parents. The experiences will be likely similar for young people who have children.



### **4.3 Research Questions**

#### **What is the impact of unemployment on young people on a daily basis?**

The research findings suggest that the effects of joblessness on the youth are (I) severe and affects them because it means their potential to contribute in society is wasted (II) most would like to pursue their education as it is the only gateway to escape the predicament they find themselves in. Lastly, findings also show that the research participants surveyed are (III) not interested in taking up hard labour or menial jobs, as a result their prospects and the upward movement in their personal growth gets delayed and unable to be independent.

#### **The study has shown that:**

18 out of 20 research participants in this study who answered this question placed emphasis on the issue of education, in terms of getting some form of training in skills such as boiler-making, entrepreneurship, farming, sewing and welding. They believe that these skills will increase their likelihood of succeeding in the labour market but due to their life circumstances such as lack of financial aid in their families and not having a matric certificate with higher marks, or no matric at all makes their lives difficult because they want to compete in the formal labour market that is ruthless to work seekers with low levels of education.

The research also found that 15 out of 20 responses who participated in this research are not interested in manual labour such as digging pit latrines in Madadeni and sweeping the streets in Reiger Park and have set their minds in opportunities that are professional and require some form of training or qualification. From this point an observation can be made that they appreciate the fact that their level of education is setting them on the back-foot but they do not seem to understand the correlation between training, work experience and the wages in different levels of employment.

These are some of the quotes to support this finding:

“Traffic Police” (Mpho, Reiger Park)

“Work under government like Social Worker” (Nosipho, Madadeni)

“Boilermaker” (Delron, Reiger Park)

“Electrical Engineer” (Mandla, Madadeni)

“Radiographer” (Nomsa, Madadeni)

“Mechanic” (Sean, Reiger Park)

“Motor mechanic” (Brian, Madadeni)

“Being a director in my office” (Phindile, Madadeni)

“Seamstress” (Nurse, Madadeni)

“Police” (Ben, Reiger Park)

The lack in career trajectory due to the factors mentioned above are holding them back from being independent.

### **What are the life experiences of young people who are unemployed in these townships?**

To answer this research question, the findings suggest that the 15 research respondents depend on the Social Grants as a means of survival to buy food and other related consumables. Social grants range from the Child Support Grant (CSG), Foster Care Grant (FCG) and the Old Age Grant (OAG). In most households, there is a likelihood that there are more than 2 people who are unemployed, thus proving the cycle of poverty and unemployment.

The other observation is that young people spoke out about increasing levels of crime such as housebreaking, car theft, livestock theft and the business robberies, especially in those foreign owned shops and drug abuse.

However, the experience of unemployment is not the same to all because circumstances are not the same in the households of the research participants profiled. In some cases, other families are supportive of the young people who are unemployed while the others perceive them as lazy and useless. Lastly, the issue of financial limitations to pursue higher education came out strongly because many of them are interested in furthering their studies but they are limited by the resources available to study further.

### **What is your highest level of education?**

10 research respondents completed matric, two having passed with a matric exemption, 5 having passed grade 10 and 3 completed grade 11. According to statistics SA, the levels of unemployment are high amongst the work seekers who possess a matric certificate and below, and low to those with degree and above (Stats SA, 2015). This shows that the work seekers who are in the same category as those who were profiled in this research are likely to experience high levels of unemployment.

### **Do you have any ambitions of going to school or furthering your education in one way or the other? If yes, how? If No, what are the hindrances' to improving your levels of education?**

17 of the 20 respondents who answered this research question highlighted that they are still interested in pursuing their studies further. Education is highly regarded amongst the respondents and many, if not all, still view education as a gateway to success. Education beats immeasurable odds but barriers to education still persists in many communities thus excluding people from the education system. This was visible in the two sites selected for the study. The responses from the data included the following:

“Yes, first I want to upgrade my matric marks so that I can be able to apply for a bursary or NSFAS” (Nosipho, Madadeni)

“Yes, I wish. I will get piece jobs and I will be able to afford going to school with the money I will make from those piece jobs” (Brian, Madadeni)

“Yes, if I can get a bursary because lack of money is a barrier for me in accessing education” (Nomsa, Madadeni)

“There are many people with matric who can't get a job and now what are you going to do with grade 8 & 9? It is gonna be tougher for you to get a job” (Jabu, Madadeni)

Those who were no longer interested in going to school also had comments to make based on their decisions. The quotes from those responses are:

“No, there is no money and I have two children” (Ella, Reiger Park)

“No, there is no money for me to go back to school and grandma doesn’t have money”  
(Sheila, Reiger Park)

What would the youth consider as suitable jobs?

This research question was answered based on the circumstances that young people find themselves in. The researcher came to this conclusion based on the responses that came out during the research. The research participants viewed the suitable jobs based on what they can find within their communities and jobs that they think are practical to them at the moment. The responses below support this narrative:

“Selling in stalls, drinks and cakes in the yard” (Nomsa, Madadeni)

“Gardening can help as a group, we need to have gardens of vegetables such as cabbage, spinach and beetroot so that we can sell at the SASSA paypoints and make contacts with supermarkets like Shoprite and Spar, on Wednesdays and Saturdays is usually market days and we can profit more” (Nurse, Madadeni)

“Own a gym in the community so that even the grannies can exercise” (Nosipho, Madadeni) “Open an ECD Centre” (Phindile, Madadeni)

“Farming, as a co-op” (Sfiso, Madadeni)

“There are many unused farms with fertile land” (Jabu, Madadeni)

“CWP, EPWP” (Delron, Reiger Park)

“For me I think any job that will make me be stable throughout the month and support myself” (Ella, Reiger Park)

**What do you consider to be the prospect of securing employment in the near future? Why? Can you elaborate?**

Some form of educational training came out strongly in the responses to this question. From the beginning of this study throughout, education is recognised as the remedy that can address joblessness amongst the unemployed young people. The responses to support this are given below:

“Education is the only device that brings employment and when you have low levels of education, you don’t get a decent job” (Jabu, Madadeni)

“Opening a spaza shop, it can grow bigger and do other things for giving, and then you can become a successful business woman” (Sonto, Madadeni)

“Study” (Agnes, Reiger Park)

“To be active in the police forum instead of idling around (Brian, Madadeni)”

“To have a matric certificate” (Mandal, Madadeni)

“They must build us factories closer to us” (Sipho, Madadeni)

“Radiographer or psychology I want to help young people to get an education and stop taking drugs because it kills their future” (Nomsa, Madadeni)

“To study electrical engineering” (Mpho, Reiger Park)

Have you worked previously?

If yes, what type of employment was it?

If no, how have you been making ends meet?

10 respondents from both the IDI’s and FGD’s combined answered that they have been in some form of employment before while the other ten choose not to respond to this question. The responses of those who have worked are listed below:

“Yes, helping in the construction of houses in the neighbourhood” (Sfiso, Madadeni)

“Yes, in construction” (Mandla, Madadeni)

“Yes, in insurance company” (Sipho, Madadeni)

“Yes, sewing, I was helping a seamstress in the community who has been in this business for a long time” (Nurse, Madadeni)

“Yes, factory shop & customer care” (Ella, Reiger Park)

“Yes receptionist” (Lucia, Reiger Park)

“Yes, sheriff department” (Delron, Reiger Park)”

“Yes, merchandise” (Sean, Reiger Park)

“Yes factory making toilet paper” (Maria, Reiger Park)

“Yes packed cupboard papers” (Agnes, Reiger Park)

Besides these responses, 10 respondents said they have never worked before and did not provide responses to the follow up question on this, while only 2 said they have worked before but did not provide an answer on which type of employment it was.

**What kinds of opportunities are available for improving employment prospects in this area?**

The kinds of opportunities available in these study areas according to the research participants are mostly general forms of employment. These forms of employment tend not to last long in such a way that a person can develop and sustain employment. In other words the work is temporary, besides the municipal jobs and again, depending at what level a person is in. The following quotes support this finding:

“The building and construction of houses” (Sfiso, Madadeni)

“Community Works Program and Eskom” (Mandla, Madadeni)

“Municipality” (Maria, Reiger Park)

“Agriculture/farming” (Nomsa, Madadeni)

“Work that requires our hands” (Nurse, Madadeni)

“Clinics and police stations” (Sean, Reiger Park)

“Government and Community” (Jabu, Reiger Park)

“There are cultivated lands, lots of space to start up factories” (Sipho, Madadeni)

“Factories and tuck shops” (Phindile, Madadeni)”

“None” (Ben, Reiger Park) “There are many opportunities in today’s world because it is the information age and it works faster than the industrial age” (John, Reiger Park)

Some research participants believed that there are no work opportunities anymore and the following responses support this finding:

“People do not get told about work anymore, people keep opportunities for themselves” (Delron, Reiger Park)

“None because most of the youth do not have matric” (Sheila, Reiger Park)

“No job opportunities” “Agriculture” (Nosipho, Madadeni)

**How have people been getting employment in the factories and industries in this area a while back? Has this changed? If yes how? If not why?**

The research participants believed that the communal spirit was important back in the day and people were looking out for each other and nepotism was making it easier for people to get jobs. The issue of qualifications was not that important and people would just walk into factories and be given jobs. Now with the changing times and the development in technology, it has become difficult for the yesteryear practices of getting employment to still be in place because education is now a requirement to get employment. The following quotes support this finding:

“If you working for the community it was easy for you to get a job or if you had an ID. It has changed nowadays, they need a matric certificate” (Maria, Reiger Park)

“You get a job if you know a person or if you have a relative working there” (Mandla, Madadeni)

“I agree, nowadays they want certificates in order to get a job” (Brian, Madadeni)

“By working hard and knowing people” (Nurse, Madadeni)

“I agree, things have changed because in the factories they now demand people with high levels of education, especially tertiary education” (Sheila, Reiger Park)

“It was easy for people to get employment because they didn’t demand many certificates as they do now” “Because now they demand a matric certificate” (Mpho, Reiger Park)

“You must know someone within that company so that you can get a job” (Lucia, Reiger Park)

“They started as volunteers serving the community and they were employed only with ID’s but now they want a matric certificate” (Nomsa, Madadeni)

“In the factories they want matric now and in the farms they used to employ at the gate”

“Matric was not always required back then like it is now” (Ben, Reiger Park)

“People were taken to work and be paid smaller wages, but now lot of work will employ you with matric certificate” (Sipho, Madadeni)

“Through knowing people who can get them to work” “Because people of that time were very desperate for work because youth of today, most don’t want to work” “By simply looking for work” (Sfiso, Madadeni)

**Are young women’s experiences of unemployment different from those of young men? If so, how?**

15 out of 20 respondents from both the IDI’s and FGD’s combined for this question believed that women were looked down upon when looking for employed compared to their male counterparts while 5 responses believed that this was not the case because we have equal rights in South Africa. The issue of women not being treated fairly can be argued to originate from the past epoch of oppression when the rights of women were undermined. We can conclude that this observation also has to do with the remaining traces of patriarchy in our communities despite government and other lobby groups advocating for gender equality. The following quotes further support this finding:

“Yes, many times, women are at a disadvantage with certain jobs” (Nomsa, Madadeni)

“Yes, many women, especially here in Reiger Park” (Agnes, Reiger Park)

“Yes, because lots of females don’t work most of the time we undermine women, they must focus on women and children” (Ben, Reiger Park)

“Males because we are surrounded by jobs which need a lot of effort and women get no such energy” (Mpho, Reiger Park)

“Yes, only men are taken for certain jobs” (Sean, Reiger Park)

“Men because they are able to do gardening and other physical work” (Mandla, Madadeni)

“Men because they get given available jobs” (Sipho, Madadeni)

“Men, for instance if people are needed to put on electricity cables they take men” (Brian, Madadeni)

“Yes in government work, men are wanted” (John, Reiger Park).



On the other note the 5 responses with a different view on the women experiences in the labour market believed that people stand an equal chance in the labour market. This can be argued that the respondents who answered in this fashion are conscious that people deserve to be treated fairly. The following quotes support the claim made above:

“Both have good opportunities and women must not be looked down upon” (Delron, Reiger Park)

“No we are equal, we are living in times of democracy now and women have equal opportunities as men” (Nurse, Madadeni)

“Women because It is easy for them to get jobs” (John, Reiger Park)

“No the conditions have changed with today’s time” (Jabu, Madadeni)

“It is the same, it depends on your luck and level of education” (Sonto, Madadeni)

**In the absence of employment opportunities in their areas of residence, do unemployed young South Africans consider migrating to other areas with better employment prospects? If so, what are the costs associated with such migration?**

Ten Research participants who answered this question believed that there might be better opportunities for them out there. However, they also emphasised that unemployment can be tackled through the starting of co-operatives in their areas such as farming and having sewing groups. In this case, they will be able to sell their products and make a sustainable livelihood out of this.

**Were you born in this area? If no, when did you move into this area?**

In Madadeni, 8 out of 10 respondents surveyed said they were born in the area, while 9 out of 10 in Reiger Park were born in the area. In other words, the majority of the respondents were born in the areas where the study took place

**Do you know of other people who were unemployed but have since relocated and they found employment?**

In Madadeni only 5 respondents from both the IDI's and FGD's combined said they know of persons who have relocated and found employment in other areas. The persons that they know of who found employment went to Mpumalanga at the power stations such as Sasol Secunda and other collieries as well as in Johannesburg. This is interesting to note because due to Durban not being far from Madadeni, being in one province, one would assume that the unemployed who migrate would prefer Durban but to the contrary, Johannesburg and Mpumalanga are preferred destinations than Durban.

When I probed further on this issue I was told that it is been a generational trend because even the forefathers mostly went to Johannesburg and resided in hostels for years<sup>1</sup> and other areas instead of Durban. One would then think of the hostels that are all over Johannesburg, still housing the work seekers, mostly from Kwazulu Natal and the Eastern Cape. These hostels where at the centre of political violence during the dying days of apartheid and were boiling pots for ethnic violence amongst the migrant labourers<sup>2</sup>. Back to the issue at hand, no respondent in Reiger Park know of any person who has relocated and found employment.

**To understand if migration is considered as an option if opportunities are not available and if so at what cost.**

**Have you considered moving to another area? If so, why?**

12 respondents from both the IDI's and FGD's combined said no and 3 respondents said they would consider migrating to another area in search of economic opportunities. The issue of migrating to another area comes with challenges because they would need to have accommodation and be settled on the other side which is something that they are very doubtful of. Other respondents chose not to answer this question. Those who supported the idea of migrating had this to say:

"Yes, maybe I can have luck and get a job easy" (Brian, Madadeni)

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<sup>1</sup> <https://www.dailymaverick.co.za/article/2015-04-23-hostels-of-darkness-how-apartheid-hangovers-have-become-xenophobias-fake-ground-zero/>

<sup>2</sup> <http://www.bbc.com/news/world-africa-32692461>

“Yes people migrate because of limited opportunities. In most cases you learn about boiler-making but you can’t get a job locally then people move to provinces like Mpumalanga” (Sfiso, Madadeni)

“To experience another environment and to stay outside NN” (Phindile, Madadeni)

Those who said they have not considered migrating to other places explained their reasoning further, had this to say on the issue of migration:

“Because I don’t have accommodation anywhere besides here” (Mandla, Madadeni)

“I have but I want to first reach my goals before moving elsewhere” (Nomsa, Madadeni)

“No, I will be patient with life” (Sonto, Madadeni)

### **Are you a parent? If yes, where does your child/children reside?**

9 said no and 11 said yes. With the male participants, their children live with the mothers while the female participants live with their children. In Madadeni, 7 were parents and with only two males being fathers and not residing with their children. In Reiger Park 4 respondents said they were parents all being female and no male research participant claimed to be a parent.

### **Are you getting the social grant? If yes, which one and how much is it?**

15 research participants depend on some form of social grant while 5 depend on other sources of income. The role of the social grants in sustaining households in which the research participants come from is important and these families could have been in worst conditions if they were not in the social grant system. This finding is important in understanding the experiences of youth unemployment since the young people would prefer to be independent but their situation reduces them to depend on social grants to make ends meet. The following quotes are support this narrative:

“Yes, for my oldest child R350” (Agnes, Reiger Park)

“SASSA R350”

“SASSA R750” (Sheila, Reiger Park)

“As for now social grant” (Phindile, Madadeni)

“Yes, granny’s old age grant” (Nosipho, Madadeni)

“Yes, Foster Care Grant” (Maria, Reiger Park)

“My mother and monthly SASSA grant” (John, Reiger Park)

“My granny ensures that there is food” (Sonto, Madadeni)

The following quote is different from those who are receiving social grants:

“My parent(s) are working” (Ben, Reiger Park)

If you reside with your family, are there any people who are unemployed at home?

Many respondents have other family members who are unemployed in their households/families. 6 respondents have other family members who are unemployed in their households. 4 respondents said there is no one unemployed at home. It should be noted that the majority of respondents who agreed to this question are likely to be residing with extended families such as grandparents, uncles and aunts, not in a traditional family unit of mother and father.

### **How is the community and your family treating you as a person who is isolated as a result of your unemployment?**

While many of the study participants claim that they receive social support from their families, other express adverse pressure from their families. As we have noted earlier that family support is important when dealing with the experience of unemployment and this experience cannot be generalised because it is unique to each individual. The following quotes support this narrative

“They shout that I’m lazy and have no aspirations” (Ella, Reiger Park).

“They say I must find work” (Agnes, Reiger Park).

“They don’t treat you well and they side-line you when there are meetings, they also complain about food and if something goes missing you are a suspect” (Sonto, Madadeni)

“They just see someone who don’t want to go and search for work” (Lucia, Reiger Park)

“They frown upon you” (Jabu, Madadeni)

“It is hard on my family” (Sheila, Reiger Park)

“My family feels like unemployment hurts the family’s functioning, causes issues” (Delron, Reiger Park)

“family is working, feel like the one not working is not good enough and doesn’t try hard enough to get work” (Ben, Reiger Park)

“Cannot work, worsens circumstances” (Sean, Reiger Park)

““It is problematic if there’s only one breadwinner and those who are unemployed usually have many kids to support” (Mandla, Madadeni)

The families who are supportive in their children’s quest to finding employment are a beacon of hope to the unemployed and as a result they do not experience what their counterparts who do not have support go through. The following quotes support this finding:

“They don’t have a problem” (Mandla, Madadeni)

“Like a person is useless” (Nurse, Madadeni)

“They say I must find work” (John, Reiger Park)

“They support me and assist in finding work” (Brian, Madadeni)

“Unhappy but supportive” (Sipho, Madadeni)

“They shout that I’m lazy, have no aspiration” (Nosipho, Madadeni)

### **What would you consider as the minimum wage that young people are willing to accept?**

The responses were very diverse for this question, it seemed like some understood the correlation between the kinds of work and their respective salaries while some simply didn’t know and couldn’t provide an ideal figure. The quotes that support this summary are:

“R500 per week” (John, Reiger Park)

“R600 per week” (Maria, Reiger Park)

“R300 per week” (Delron, Reiger Park)”

“R2000-R3000 per week” (Mpho, Reiger Park)”

The other quotes, which are different from the ones above are:

“R5000 per month” (Brian, Madadeni)

“Not less than R15 000 per month” (Ella, Reiger Park)

““Can’t say” (Sheila, Reiger Park)

R15 000-R35 000 per month” (Nomsa, Madadeni)

### **What types of jobs will the young people not accept, regardless of wage rate?**

The responses for this research question were quite diverse but they represent the everyday forms of work that those who are perceived as having low levels of education in participate in. For example, work such as cleaning featured predominately in the responses. Other forms of work such as farming is what the research respondents said the young people will not accept. This can be due to the fact that they are inclined to office work and employment that is likely to be in the urban setting, compared to farming which is mostly in the rural space as noted in the other responses to questions in the research. The quotes below further support this finding:

“Cleaning the toilets” (Thandi, Madadeni)”

“Digging toilets and being cleaners” (Nosipho, Madadeni)

“Pick up papers” (John, Reiger Park)

“Cleaning toilets or picking up waste” (Pam, Reiger Park)

“Cleaning and washing windows” (Sonto, Madadeni)

“Cleaning work/General work” (Delron, Reiger Park)

“Work that is mostly semi-skilled” (Ben, Reiger Park)

“Anything that has to do with digging” (Sipho, Madadeni)

“If you are desperate you can’t choose” (Charmaine, Reiger Park)

“Manual labour because the youth does not want to work manual labour” (Mandla, Madadeni)

“Farming” (Amos, Reiger Park)  
Park)”

**What do you consider to be the prospect of securing employment in the near future? Why? Can you elaborate?**

13 respondents believed that in their current circumstances there is no prospect for securing employment in the near future. The research respondents argued that the only way for them to secure employment is through education. If they are educated and adequately trained, then their experience of unemployment will be a bit different. It should also be taken into consideration that the experiences of living with unemployment differs from person to person and a young person who is educated but living with unemployment has one thing that might be lacking compared to his/her uneducated counterpart. This is called hope. The environment in which the youth living with unemployment find themselves in also has an impact on how their future will turn out. The responses to this research question expressed no prospects at all, this is what they had to say to support this finding:

“There are none because the owners of the factories don’t focus here in Reiger Park, they are hiring people from outside” (John, Reiger Park)

“There’s none because of crime and drugs” (Ella, Reiger Park)

“There is no prospect because the youth with no job opportunities are not educated” (Mandla, Madadeni)

“No prospect, the youth protest too much and they are not taken serious” (Ben, Reiger Park)

“You can send in your CV and you won’t get a response, It is all about who you know or else you will be in trouble” (Lucia, Reiger Park)

“There is none because people from other areas are taking our opportunities” (Delron, Reiger Park)

“None, simply because the majority of us people are not educated” (Sheila, Reiger Park)

“The problem is that the youth have lower levels of education and when they exit schooling they need money to study further” (Anna, Reiger Park)

“It is because people are bribing now” (Sipho, Madadeni)

“They want people who are educated” (Sonto, Madadeni)

“Technology is also taking people’s jobs” (Enoch, Reiger Park)

“There’s a lot of dishonestly in the recruitment process” (Amos, Reiger Park)

“People use money to get jobs” (Charmaine, Reiger Park)

**Do you have opportunities such as the EPWP available in your area? If so, have you applied? If not, why? If yes, what has been your experience of it (from the nature of the work to the wage rate paid, and the frequency of the EPWP openings available)?**

In the 2013/14 financial year, the EPWP in Ekurhuleni Metropolitan Municipality reported 58% of youth and 35% of Women beneficiaries in their program (SACN, 2005:31). In the following financial year 2014/15, the participating rates changed to 62% for youth and 54% for women respectively (SACN, 2015:31). One of the research locations in this study, Reiger Park is located in the Ekurhuleni Metropolitan Municipality. In this Municipality, the EPWP projects that were implemented were the social, environment and infrastructure sectors (SACN, 2015:60). The projects were organised in the various departments within the municipality such as Health and Social development, Emergency Services and the Metro Police departments, all responsible for the social sector assignments (SACN. 2015). The Infrastructure sector projects are organised within the Water, Roads and Stormwater departments (SACN, 2015:60).

The information above will help us know about the EPWP projects in Reiger Park if they do exist. It is through this information that we gauged the responses from the



research participants to find out if they are aware of any such projects in their neighbourhood. In Boksburg town, which is 4,8 kilometres from Reiger Park a Home Community Based Care Programme (HCBC) named St Francis was organised under the Provincial Department of Social Development was implemented (EPWP 2017:127). From this programme, 12 opportunities were created (EPWP 2017:127). The other programme noted was the St Anthony's day care centre for the aged. This project is still running and is based in Reiger Park. This was the EPWP expansion programme and only one employment opportunity was created as stated in the April to September 2017 report (EPWP, 2017:231)

From this data on the EPWP projects within the Ekurhuleni Metropolitan Municipality, not a lot is mentioned on Reiger Park compared to other areas such as Daveyton, Etwatwa and Katlehong, to name a few townships within the metro. For instance, in the Ekurhuleni Metropolitan Municipality, the Social Sector had five projects namely; Community Emergency Response Team, Community Support Programme, Fire Brigade Reserve Force, Primary Health Care Support Programme and Skills Development Programme (EPWP, 2017:544). These projects paid a daily wage of R124.15 and a total combined 2001 work opportunities were created (EPWP, 2017:544). However, it is difficult to ascertain which projects targeted Reiger Park specifically because there's not much evidence in the literature, only for the municipality as a whole and a few exceptions as mentioned earlier in the paragraph.

Moving further, the research participants from Reiger Park provided different responses with regards to the EPWP in their area. Some of the responses from those who are aware of the EPWP are as follows:

"Never applied" (Agnes, Reiger Park)

"Yes, No I haven't, because it is not easy getting to work there" (Mpho, Reiger Park)

"We do have them, I have never applied, I don't see myself working there" (John, Reiger Park)

"No it is not in the field I want to be in" (Delron, Reiger Park)

"Yes there is EPWP but they only employ women" (Sean, Reiger Park)

“Yes, I applied before, they say there is work but we are never given feedback” (Lucia, Reiger Park).

Only one respondent said they are not aware of the EPWP programme in their area. The following quote supports that view:

“I don’t have any idea” (Ella, Reiger Park)

With regards to Dicks Halt in Madadeni, the Municipal Infrastructure programme was responsible for a project named Construction of Dicks Halt Water Supply (EPWP, 2017:176). Within the Newcastle Municipality, this was the project that was specific to Dicks Halt. This project created 58 work opportunities at a daily wage of R125.19 per person (EPWP, 2017:176). It should be noted that this project was in the April 2016 to 31 March 2017 financial year, the period under which the research took place.

The information on the other projects is very general regarding the municipality concerned and as a result it is difficult to place it in the area in which the study was conducted. For instance, in the same financial year of April 2016 to March 2017, there were 27 EPWP projects within the Newcastle Local Municipality and 870 work opportunities were created with the same daily wage of R125.19 (EPWP, 2017:176). From these projects it is difficult to tell which one was based in Dicks Halt, besides the one I reported on earlier. This experience has been the same with Reiger Park in the Ekurhuleni Metropolitan Municipality. The data was collected in December 2016, which according to the information we will assume was in the middle of the project in question. These are some of the quotes from the Dicks Halt responses:

“Yes I did apply but all the posts are filled now” (Nomsa, Madadeni)

“Yes, still waiting” (Sipho, Madadeni)

“There was, but not promising, they came and left, never came back again” (Sfiso, Madadeni)

“Yes but posts are full” (Jabu, Madadeni)

“Yes, but in those jobs you get employed if you know the counsellor or if you have a relationship of some sort with the office bearers” (Nomsa, Madadeni)

Those who provided a different responses had this to say:

“Not that I know off, EPWP is good because it keeps people busy. The problem with us here is that we didn’t have a ward counsellor to educate us more about EPWP” (Mandla, Madadeni)

“No, I don’t know about it, I only see people cleaning in the streets” (Phindile, Madadeni)

“Nope, we don’t have EPWP in our area” (Sonto, Madadeni)

### **Have people ever felt like they were being used by other people in terms of doing menial jobs?**

In this question, the research participants did not have much to say about their experiences since 12 out of 20 claimed to have worked before but it was in temporary work and they never got to a point of understanding the dynamics of the workplace. Most of them only related to their family circumstances, not personal experience which is what the intention of the study was actually on. The quotes below further support this assumption:

“Yes, sometimes people agree on job descriptions but when on the job people do different things and don’t get paid for that” (Mandla, Madadeni)

“The builders are getting little while the owners takes more” (Jabu, Madadeni)

“Small businesses only pay you for making bricks not the other extra job associated with it” (Sipho, Madadeni)

### **Are there any cases of sexual abuse that have been linked to unemployment in this area?**

All the respondents no

Do you know of any people who are unemployed who ended up resorting to crime? If so, what forms of crimes?

All respondents in both areas respondent yes to this question. They assumed that the experience of unemployment can lead to many things that are not acceptable in society. They indicated that crime is high in both areas of the study and unemployment

can also be a contributing factor because people are hungry and have nothing else to do. The following quotes support this finding:

“Yes, robbery, people are stealing household items from their families” (Sonto, Madadeni)

“Livestock theft, they steal chickens then sell them to Pakistanis” (Nomsa, Madadeni)

“Yes, theft of car batteries, people think crime pays (Delron, Reiger Park)”  
“Housebreaking” (Sipho, Madadeni)

“Stock theft on immigrant shops” (Sfiso, Madadeni)

“A lot, most of them that’s their answer, substance abuse. Crime makes them to maintain that lifestyle of drugs and alcohol” (Sean, Reiger Park)

“Like robbery” (Ben, Reiger Park)

“Theft” (Agnes, Reiger Park)

“House-breaking” (Lucia, Reiger Park)

### **What do you think of crime? Are there people who resort to it due to unemployment?**

All respondents perceived crime as wrong and they believed that it hampers people’s progress in life. This is because other people work hard for what they have and then a person comes and takes everything for free which is simply unacceptable. The following quotes support this finding:

“Crime is wrong, many people loose lives as a result of it, people’s belongings stolen, what you work hard for is stolen” (Delron, Reiger Park)

“I think because it brings food on the table” (Sean, Reiger Park)

“Bad and should never be done even if it helps people” (Ben, Reiger Park)

“Has a big influence on our youth” (John, Reiger Park)

“Poverty is one of the leading causes” (Nomsa, Madadeni)

### **Have you been stressed because of unemployment?**

9 respondents said no while 10 said yes. From this question the stress is due to the fact that they are not assisting at home and if they were in some form of economic opportunity life would have been better. The other stress factor emanates from the fact that they cannot further their studies due to the lack of funds. Only one respondent was able to further elaborate on their stress issues. Those who said they have never been stressed as a result of unemployment can make this claim due to the solid family support that they have and as a result they have nothing to worry about. One quote to support this finding was:

“Sometimes we run out of food at home and then you don’t know where to go at the same time the child wants food” (Agnes, Reiger Park)

### **Do we have cases of people being hospitalised as a result of stress due to unemployment? If so, can you elaborate further?**

12 research participants were able to respond to this research question with nine respondents said no while 3 said yes. It is difficult to establish the link between hospitalisation and unemployment because the unemployment rate has been relatively high for a long period of time and people get accustomed to joblessness, especially amongst the African and Coloured communities. In other words being jobless is not a new thing. Those who knew of people who have been hospitalised as a result of joblessness had this to say:

“Yes, panic attacks” (Agnes, Reiger Park)

“Yes, the person was stressed over money, had a heart attack” (Maria, Reiger Park)

“Yes, someone owed a person money and they were unable to pay their debt. They were then threatened thus raising blood pressure causing them to end up in hospital” (Sean, Reiger Park)

### **Do you know of any persons who are unemployed who have resorted to alcohol & drug abuse?**

15 respondents from both the IDIs and FGDs combined said yes to this question. This can be due to the fact that alcohol and drug abuse are perceived to be associated with many social ills and unemployment happens to be one of them. This assumption,

however calls for further research. This argument stems from the fact that in order to be able to afford alcohol and drugs, one needs to have access to money and being unemployed means access to money is limited. Those who believed that there's a link between unemployment and alcohol had this to say:

"Yes, the youth, mostly men, they abuse the sniff and girls are now abusing alcohol" (Nomsa, Madadeni)

"Dagga dominates" (John, Reiger Park)

"A lot of them, mostly males in their 20's" (Sonto, Madadeni) "High school dropouts abuse dagga mostly those in the 17-20 age bracket" (Sipho, Madadeni)

#### **4.4 Conclusion**

This chapter presented the findings of the research. The key findings are that the experience of unemployment affects the youth severely because it means their potential to contribute in society is wasted. The findings suggests that those who participated in the study would like to pursue their education as it is the only gateway to escape the predicament they find themselves in. Lastly, the study also showed that the research participants surveyed are not interested in taking up hard labour or menial jobs. This data presentation was a systematic process that explained the steps followed and the methods used for opening up the data to make meaning from it was given in the previous chapter. The topics covered in the research questions were then answered by categorising them according to their similarities. Moving further, the answers to the research questions were extracted directly from the data and supported by the quotes. The other important factor to note is that the findings supported or rejected what is in the literature and the experience of unemployment is a major subject and cannot only be relegated to the youth as more can be explored on the other age groups, amongst other things. The next chapter will try to look at the overall story of the experience of youth unemployment that the data presentation highlighted.

## **Chapter 5: The story of living with unemployment**

### **5.1 Introduction**

In the previous chapter the findings were presented and it was evident that the experience of living with unemployment amongst the youth in the townships profiled is severe because their potential to contribute in society goes untapped. The lower levels of education amongst the unemployed in this study further exaggerates the experience of living with unemployment. The research also found that the experiences of unemployment cannot be generalised as they differ from person to person. Moving further, this chapter highlights the experiences of living with unemployment from the findings in a narrative form. Finally, the conclusion seeks to summarise all the points made in this chapter.

### **5.2 Living with unemployment, family support and migration**

The effects of unemployment on persons has been studied for a long time, going as far as the epochs of the great depression. It was during those periods when researchers looked at cases of anxiety, depression and suicide, on the persons affected by unemployment (Wanberg, 2012). With this in mind, it was observed that the experiences of unemployment amongst people are not the same. This was true in this research because people come from different families with different cultures and views on life. The experience of living with unemployment cannot be merely relegated to misery and everyday job seeking. Some families are supportive and as a result the unemployed young person will not even be impacted by their joblessness. This finding is supported by the quote which argues that “significant individual differences in the experience of unemployment occur, however, and the portrayal of unemployment as a damaging experience does not apply to everyone” (Wanberg, 2012:376).

Moving further, the research has shown that the majority of the research participants depend on some sort of a social grant for survival. This tells a story and attest to the claim that despite being jobless, there is no much effort from the research participants in their job searching journey. Living with unemployment is something they have acknowledged but are not acting on it. For the mere fact that there is an income every month at home, they know that they won't go to bed on empty stomachs. The social

grant, irrespective of what form, provide for bigger families instead of the only intended recipient. From the Old Age Grant, the money is spent on the education of grandchildren and when they get older they still depend on it while being unemployed. Even on those who are looking for jobs, the very same money is used for buying airtime to surf the internet and print out CV's and also as a taxi fare for going to town to search for employment.

If there was no any source of income, mainly from the social grants, then perhaps the experience of living with unemployment would have been way different because it would have meant that there's no choice but to look for employment, the privilege of choosing which job is suitable for one would not have been there. It is from this point that we think of what means of survival the unemployed would resort to. This point makes a connection with the finding that the research participants spoke of, such as the high levels of crime such as housebreaking, car theft, livestock theft etc. The question in this case would be that if there was no any source of income in the homes of those profiled, would they then resort to crime? Taking into consideration that they are also choosy when it comes to which jobs they want. With the data in our disposal we can argue that for those profiled in this study, the experience of living with unemployment is a choice, irrespective of how we view it, whether good or bad.

The research respondents who are parents also rely on family support and social grants for the sustenance of their children. There is no male respondent who said they are living with their children. It is only the female respondents from both areas of the study who said they are living with their children. When looking at this issue, one could argue that despite being parents, there is no drive that pushes the research participants to aggressively look for employment. I am making this claim because there are also systems in place that ensure their wellbeing. Their families ensure that they are taken care of, even their children, those who said they are parents. The experience of living with unemployment has no bearing on how they raise their children because such a responsibility is not only relegated to the work seeker in question, but it is a family responsibility.

This finding can be corroborated by a study conducted in 2003 looking at the relationship between pension and the labour supply of "prime-age individuals". The research concluded that in the grant receiving households, especially the old age



grant, the pension (as it was called back then) “dramatically reduces the labour supply of the prime-age members (16-50 years) of the household, particularly among men and are differentiated by the gender of the pensioner” (Bertrand cited in Posel, Fairburn & Lund 2004:7). In other words the existence of the social grant within a particular household has a likelihood of discouraging the unemployed from looking for work as we might say in this study.

As mentioned earlier, 6 out of all the 10 research participants who took part in this study agreed to be receiving or depending on some sort of social grant, this form of social assistance goes a long way in helping them sustain their lives. The social grant further serves as a buffer in the experience of living with unemployment. In other words, it makes life a lot easier and better. We can argue that the money is spent on food and other household items to supplement other sources of income that might be available at those particular households. Perhaps the research participants could use the money for transport when going to look for work. However, this can be problematic because going to look for employment might not necessarily mean that one would find a job on the first days of their search and that would mean the money is wasted. This is the case with Madadeni as town is quite a distance from the township, unlike Reiger Park which is a walking distance from Boksburg town.

For instance, if there are members within the household who have been living with unemployment for prolonged periods of time, they might end up accepting and normalising the experience of living with unemployment. In this instance we can assume that they are also depending on the social grant for food amongst other things. We can make an assumption that in families with low levels of educational attainment, there is a likelihood that spells of unemployment can pass down from generation to generation.

This can also make us question the intensity of family networks, because in this case they are poor since they are not influencing the upward mobility of the youth who are living with unemployment in this study, irrespective of how they view unemployment. If the parents don't have powerful social networks then they cannot refer their children to economic opportunities that might exist in their neighbourhoods or in other distant places that they might know of. This observation is supported by a finding from a study conducted in 2006 which noted that small scale networks are important because they

may work to direct access to employment as only people who have employed family members learn about available employment opportunities, those lacking the network-based social capital have less access to jobs (Magruder, 2006:2).

In this case the youth who are experiencing unemployment are not the first in their families to be jobless, we might assume. We can further argue that those who are experiencing prolonged periods of unemployment from a young age are likely to have similar challenges in their adulthood (Gregg, 2001) (Biewen, Martin; Steffes & Susanne 2008). This can be due to a number of issues such as low levels of education, lack of work experience and their areas of residence, which might have limited economic opportunities that might force people to relocate, to name a few. From the literature, we can support this argument that the issue of prolonged unemployment is not an isolated phenomenon, because work seekers with lower levels of education or skills levels are likely to suffer the same fate, irrespective of their location in the global.

Family support transforms the experience of living with unemployment for the better as compared to having no family support at all. This can be supported by the sentiments made in the research findings, in relation to the positive impact of having a supportive family that believes in the unemployed youth and always encouraging them to take control of their lives. However, the experience is not the same with those who lack family support. The experience of living with unemployment is truly devastating and it is not something that should be experienced by anyone. Joblessness threatens the fibre of a family because it takes the future of persons away, especially the young people. The state provided social grants that are meant for children and elders go a long way because this money seems to be supporting generations in families, not only the beneficiary it was meant for.

Moving to other forms of support on a broader scale, there are no government interventions in terms of social assistance to provide for the category of the unemployed like those who participated in this study. It is the same with social insurance because it means they are not contributing to any pension or savings scheme. With social assistance, the unemployed with the same characteristics as those who participated in this study will never qualify, leading them being automatically excluded from this safety net. This is because if a person is unemployed, it means they do not qualify for UIF since they are not making any unemployment fund

contributions and with social assistance on the other hand, they are completely disqualified since they will not meet the requirements of old age, disability or being an orphan. In other words the means test that is currently used to determine whether someone is eligible for a social grant will exclude the research participants on the basis that they are able bodied persons who, it is assumed can be trained and be able to find work and support themselves. The argument will then be if a job seeker has been unemployed for more than ten years and he/she is in their early 30's would that mean they have to wait for 59 (whatever the age will be at that point in time) in order to get social assistance from the state? This is one of the questions that needs further research.

Now taking into consideration the administrative issues in the social security system mentioned above, the research participants of this study will automatically fall outside the ambit of social protection. This is for the reason that social security in South Africa was not designed for the unemployed work seekers who have never worked in formal employment. In other words all the available social assistance and social security provisions that are currently available in South Africa were not designed for such persons in mind. For instance, with social security one should have made contributions to the UIF so that in periods of unemployment they have some form of relief. This goes back to living with unemployment on a daily basis because the experience of those who are entitled to UIF as a result of their previous contributions to the scheme will not be the same as those who have no UIF at all. South Africa's social security system is not comprehensive or universal, The literature suggest that social security was not designed to deal with long term joblessness and the new trends in unemployment and in social policy give rise to concerns for the living conditions and standards of those living with unemployment (Bradshaw, Cooke & Godfrey, 1983:433).

On the other note, the respondents who said there's no family members who are unemployed at home are also presenting an important factor to note. The experiences of those living with unemployment who reside in households with employed persons, will be different because their needs are catered for and they might view being unemployed differently to those who have family members who are unemployed. For instance to them, living with unemployment will not be normal because people are waking up in the morning going to work while they remain behind and it might be that they are discouraged to look for employment and are channelled towards studying,

however this was not the case in this research because despite the differences in family circumstances, they are all looking for employment.

The research participants are aware that there are many avenues to explore economic opportunities outside their comfort zones. This is because there are people who once left their areas to look for employment elsewhere and they were successful. This response was the case with the Madadeni area. Migration has been part of human societies for a long time and the more people travel the more they create personal networks outside their comfort zones. Despite acknowledging opportunities out there, it is not possible for the majority of them to move because they might not have relatives in the areas in which they want to pursue employment opportunities. The experiences of living with unemployment has taught them to be patient and remain in their areas with the hope that something better will come along the way. As a result they believe that instead of moving to look for opportunities elsewhere they would rather form co-operatives and create jobs for themselves instead of waiting for opportunities to come.

With Reiger Park, the research has shown that migration is never an option. No research participant in both research instruments entertained the thought of migrating to another area to search for employment. The findings show that persistence is the order of the day until they find what they are looking for. This is different with Madadeni because the respondents raised the issue of accommodation. With Reiger Park the findings suggest that the research participants are aware of the opportunities that are available in their proximity and it is just that they are unfortunate they are not employed. The other thing to note is that Gauteng is a small province and it is easy for people to travel from places of work to home every day, instead of renting, unlike with other provinces in which this would be impossible. With this in mind, the research participants from Reiger Park would rather travel within the province but stay at home, instead of moving out of their area to look for work anywhere else. In conclusion, we can argue that migration is not an option to those living with unemployment who were profiled in this research.

One aspect to understanding the resistance to migration amongst the research participants profiled will be to know if they were born in the areas concerned. For

instance, the majority of the research participants in Madadeni were born in the area and as a result they might have some sort of attachment with the area. This is the same with Reiger Park because the majority of the respondents were also born in the area. This information is key because it shows that the respondents don't know of any area besides the one they were born in. We can also assume that with their levels of education when looking for work, the strange areas will not be forgiving, compared to their home places. For instance if they are far from home, the family support that they depend on will not be there and this will worsen the experience of living with unemployment.

When looking at the persons who have migrated to other places and found employment, this has not been the case with Reiger Park because the research respondents don't know of persons who have left the area and found work. With Madadeni on the other hand, four respondents know of people who have since relocated and found employment. The interesting feature in this comparison is that with Madadeni, migration might have been a trend in family generations as people moved to provinces with more opportunities such as Gauteng and Mpumalanga. I am making this claim on a general note, taking into consideration that back in the day Africans who migrated to cities were required to carry passes with them and on this point one would ask where were those Black Africans coming from if they are required to carry passes with them when they went to towns and faraway places looking for employment.

On another perspective, a study that was conducted looking at labour migration and the effects of social pensions on labour supply in South Africa, suggested that lack of income might be one of the factors leading to job seekers not to migrate. The research further argued that there are risky costs associated with migration and job searching, even if this risk exceed the expected returns from remaining in the original location, it will be hard to borrow money and finance such a risk (Posel, Fairburn & Lund 2004:7). This quote above can resonate with this research regarding some of the reasons why migration is never considered an option amongst the research participants profiled in this study.

One of the reasons why there has been an expansion in these areas is because of the industries surrounding both areas selected for the study, as a result there is a

likelihood that there will be more job seekers in these areas. From the stories of the respondents, there is a likelihood that the generations before them came to these areas to be closer to areas of work so that they can find employment, especially with Madadeni. Back in the day it was easy for people to find employment, one would argue that it is because the readily available jobs were not demanding skilled personnel. In other words, both areas, we can argue used to serve as labour reserves which were closer to town, making cheap labour to be in excess whenever the employers wanted to hire. The experience of living with unemployment, the study shows, is not a new thing. It is perpetuated by the existing system of how the labour market was previously managed.

However, with the change in the political regime and the advancement of technology in the workplace, the recruitment systems of the past are no longer relevant in today's labour market. For instance the research participants believe that if a job seeker had an Identity Document (ID) or knew someone who was working in the factory, it would have been easier to secure employment in these factories, unlike now in which they require one to be educated or skilled in order to secure employment. In other words, the way in which people have been getting employment previously has changed, this gives the experience of living with unemployment another twist.

#### **4.5 The experiences of women in the labour market**

The study found that females are in the back foot in the labour market compared to their male counterparts. This is important to note due to the history in the gender relations in the country and globally. For instance the majority of the respondents are of the view that jobs that are available for job seekers like them mostly require strength and it happens to be men who are able to perform such duties. They cited examples such as jobs in construction. Those who gave this view can be understood from a perspective of how they were brought up. They could have seen this as a norm growing up that women are mostly at home doing child bearing instead of working as compared to men. Only a few respondents believed that there is gender equity and people deserve the same opportunities to prove themselves irrespective of their gender.

This finding further supports the existing body of knowledge regarding the participation of women in the labour market. To support this claim, it has shown that women in

general are over represented amongst the unemployed, with more than half unemployed according to both the narrow and standard definitions of unemployment (Westhuizen et al, unknown:1). From the responses in this research we can further conclude that when it comes to labour market participation, women still experience more disadvantages relative to men within the labour market (Westhuizen et al, unknown:1).

There is a variety of reasons that make people to perceive women as being disadvantaged in the labour market compared to men. These can be that (1) in other households there are still men who are the sole bread winners and women are not encouraged to look for work. (2) Women might previously not have been given the same opportunities as men in their families to further their studies as a result of patriarchal reasons. (3) The majority of jobs available for the work seekers with a matric qualification and below are perceived as requiring physical strength and with work conditions that might not be suitable for women, as a result they will not even be considered for such jobs. This further perpetuates gender inequality in society, if such views are available in the low strata of the labour market then in the upper echelons the battle is about the pay gap between the genders doing the same work.

In this research, the findings are showing that both men and women interviewed perceived this trend as normal, the situation of women being disadvantaged in the labour market. This can be due to the fact that they have seen it happening throughout their lives and they ended up normalising it. With the lack of adequate education amongst the women who want to participate in the labour market, their experiences of living with unemployment becomes more extreme. A lot still needs to be done to uplift women in South Africa. From the findings we get an idea that women who are unemployed and are in the townships with low levels of education are more likely to experience unemployment compared to those who are at least educated, taking into consideration that the overall participation of women in the labour market is lower. This issue is of importance when looking at it from a race perspective. Both races that are said to be on the receiving end of unemployment participated in this research and the only way to advance the interests of women in this case is through education and training, not having to worry about impediments that prevent them from studying, which have nothing to do with their learning abilities.

#### **4.6 Education, employment history and the available opportunities**

The research participants possess low levels of education. This automatically limits their chances of getting the desired employment opportunities but it does not mean that they cannot find work. The job opportunities that are totally outside their ambit are those that require skills acquired through training and higher education through tertiary institutions. With this in mind, there are places such as supermarkets that still employ persons with their educational attainment but this was never mentioned by any of the research participants. Employment opportunities are available for anyone who is willing to work, just that the wages and recruitment processes will never be the same depending of the educational levels. For instance the skilled work seekers will apply via mail and wait to be shortlisted while in the comfort of their homes, unlike their unskilled counterparts who will wait at the gates of the factories hoping they will be called in to assist.

It should be noted that the correlation between unemployment and educational attainment within the research participants is important because it also gives us ideas in terms of the family history regarding education, even though this does not form part of the study. This correlation might also make us to better understand why unemployment is mostly skewed amongst the Black African and Coloured race within a particular age group. With this information, we can then be in a position to make inferences to other areas within South Africa which are characterised by high levels of unemployment.

Moving further, it should be noted that the majority of research participants are still interested in pursuing their studies further. This can be due to the fact that they are aware that lack of adequate education limits their search for better employment opportunities. The excuse that lack of funds prevents them from studying further is a bit shallower because at this day and age, education is accessible to anyone willing to study and work hard to get a qualification. The answer can simply be that there is a general lack of knowledge amongst the research participants. For instance, the Technical Vocational Education and Training (TVET) colleges and Universities subsidises the students who cannot afford to pay for their studies. There is a need for a public dialogue within our communities so that work seekers can be better informed



about the dynamics of the labour market and be afforded an opportunity to engage with industry captains in order to make informed decisions.

From the responses in the research, one can sense that the work seekers have never been exposed to career guidance and the importance of selecting certain subjects in matric. I believe that if this information was at their disposal, the experience of living with unemployment was going to be different to what it is now. Sometimes lack of information is a source of problems. For instance, those who are funded by the National Student Financial Aid Scheme (NSFAS) also receive meal vouchers. In other words no students from a disadvantaged background should study or go to bed on a hungry stomach. The issues of lack of funds and food should be the last concern in the minds of the modern South African student.

The findings have shown that the majority of those who participated in the research want to get an education because they perceive having skills and education as a key to opening many opportunities that are currently a far cry to them. I observed during the research that a perceived lack of funds to pursue studies further is not an issue here, the challenge is that they did not complete their matric and those who did only 3 of them passed with a matric exemption. It should also be noted that one could get a matric exemption but still fall short on having good symbols for entrance into a university. From this finding specifically on education, the research participants are not encouraged or they don't have a drive in pursuing education further. I am making this assertion due to the fact that if they were all coming from households in which education is valued and highly prioritised, then the conversation would have been different.

It goes back to showing that the experience of living with unemployment cannot be generalised to all persons who are in the labour market. For instance other families could discourage the young person from looking for employment and channel them to learning a trade and be better equipped before even thinking of looking for employment but with the research participants in this study this was not the case. This observation leads us to concluding that in the households in which the research participants come from, the phenomenon of unemployment is not new, it has been intergenerational and despite being aware that having some form of training or education increases their chances of getting employment opportunities, they still insist

on looking for employment instead of pursuing some form of education or training. The kinds of jobs that they are likely to get are mostly going to be short, paying meagre wages and in bad working conditions, such as the lack of employment benefits like medical aid, pension fund and adequate leave days.

Still on this matter, education is embraced amongst the research participants with only three of them not keen on pursuing it further. However, embracing education on the participant's side doesn't mean that they will go to school. This is because they are already under family pressure because they are constantly told to find work so that they can contribute in their households. The few participants who said time is no longer on their side to pursue studies further, despite being less than 25 years are those who have children and when you talk about schooling they automatically think classroom and full time being in class. It also goes to show the general lack of knowledge regarding other ways of getting education outside the conventional norm of day time classes. Those who are no longer interested in studying have accepted the current situation as a way of life and nothing peculiar about it since its normal in their surroundings, one would assume.

The majority of the respondents emphasised that going back to school will increase their chances in the labour market, which they believed will increase their prospects of securing employment. The issue to note is that in the current economy that prioritises skilled labour, it will be a challenge for the unemployed to secure jobs that will change their life prospects because they are likely to end in atypical forms of employment, instead of focusing on their growth professionally, they will be concerned about the spell of their employment during and securing the next job, every day with the constant fear that it might be their last day on the job.

As a researcher I have learned that young people want opportunities to skill themselves so that they can increase their chances of succeeding in the labour market. Even though they want job opportunities, they are fully aware that the kind of job opportunities they are likely to get currently are atypical ones that are temporary and pay little money. In this case the issue of family support is vital and this might be the reason why some resort to finding employment instead of focusing on improving their skills. Families expect more from young adults and this puts them under pressure to find employment. If the research participants profiled, had stronger social networks

and family support, the majority of them could have gone on to complete their schooling or tertiary qualifications. This is a lesson that poverty tends to be intergenerational and by the look of things, it is through education and training that the cycle of poverty can be broken or else the status quo will worsen or remain the same for many years to come.

With regards to the job opportunities that they will not take, an interesting observation is that the research participants are aware of the opportunities that are available for them in their areas but they are not willing to take such jobs. One could argue that jobs are available for this category of work seekers and some of these jobs are in the informal sector. With this in mind, it is difficult to track how many jobs are currently in the informal sector due to the lack of a registry within government that records such jobs. For instance, there are people who dig pit latrines, grass cutters amongst others and they get paid for that and are able to put food on their tables and to them this is a normal job, but to young people who participated in the research this is not the case. The manual jobs that they cannot accept are perceived negatively by research participants in the communities that were profiled in this study.

There is an English idiom that says “beggars can’t be choosers”. This idiom clearly does not apply in this instance since the unemployed in this research are not desperate, despite acknowledging their daily experiences of living with unemployment, there’s nothing that is really pushing them to go out there to look for work, although minor complains in their families which is not that much of a problem, and It is simply a headache. This is because if they were evidently serious about looking for employment, they would not be choosing between jobs and taking into consideration their predicament. For instance there are many small informal businesses in these two areas selected for this study. There are people who are repairing cars, amongst other things and trading stalls in which the research participants could learn a thing or two and keep busy but they opted to look away from such and it is through such informal arrangements that one could acquire a skill and make a living from it.

The study has shown that the research participants are aware of what can improve their lives but they are not taking any initiative. One can argue that this is one of the

factors that perpetuates the high levels of unemployment. Having ideas is something and acting on them is also another thing. Access to the internet and the networks they have in their communities are not working for them or they are not using them in the right way. The research participants have that sense of pride and we can also conclude that pride might be one of the main reasons why they are not willing to just take up any job that is in their disposal.

With regards to their employment history, half of the research participants in this research claim to have been employed previously. From the data, the informal sector featured a lot, which further attest to our claim that they are likely to find employment in the informal sector. Some of the research participants could not differentiate between leisure and work. This is problematic because it gives the impression that they are not serious about looking for employment. For instance, gardening was a past time favourite with the male participants in Madadeni and they even regarded it as well. The respondents from Reiger Park were involved in some form of informal work around the area. The common trend in all their past employment histories is that the jobs didn't last long. From the look of things, they are likely to hop out from one job to another if their educational status remains the same in the near future as they get into adulthood.

The story of those who have never worked before is interesting because this seemed not to be a problem. I am making this claim since they have family support. Family support shielded them from taking responsibilities in their joblessness due to the fact that families provide for them irrespective of their situation. One can argue that they are still young and we cannot expect much from them. However, in the Black South African families once a child is not in school, they are expected to be working so that they can contribute to the wellbeing of the family.

The reason for selecting these two areas for the study is because they are both surrounded by industries which we will assume they will create job opportunities making it a bit easier for people to be absorbed into the local labour markets. However, these industries have not been able to absorb the work seekers. The majority of the responses regarding ideal job opportunities are way far from the names of the prominent industries that are in these areas such as Arcelor Mittal for Newcastle and Macsteel for Boksburg to name a few. The research suggest that the ideal job

opportunities available for the research participants are not opportunities that require a high level of education or skills. The level in which the research participants place themselves in is at the lower spectrum in the labour market. This can be due to the fact that they acknowledge their levels of education and the kinds of jobs that they are most certainly going to get at that level.

The areas that are industrialised are likely to attract the skilled workforce. In both the areas of the research we can argue that positions for the highly skilled are available but will never be filled by locals such as those who participated in the research due to the skill mismatch with what industry requires and the pool of local labour supply. It is a political debate that organisations must first employ locals before seeking work seekers anywhere else. This plea will clearly not work if the work seekers do not have the skills required by the industry as it is the case in this research. The unemployment rate will remain high as long as people are not adequately educated and trained for the employment opportunities, irrespective of where they are.

The research participants acknowledged the kinds of jobs that are available for persons who possess the educational qualifications similar to theirs. However, the responses in terms of the wages that they would accept are contrary to the employment opportunities that are available to them. This response made us to understand that they do not understand the labour market dynamics in terms of the minimum wages and what certain jobs pay. This again presents to us a picture regarding how serious the research participants are regarding their entrance into the labour market. The figures they mentioned are like a graph that is ascending, there are normal figures which can be paid to someone doing unskilled work and extreme ones, and in other words there is no consistency in the ideal wages that the youth are likely to accept in the labour market.

In this instance we can argue that a work seeker, living with the experience of unemployment, aggressively in their job search would be in a position to know that with certain levels of education, these are the types of employment opportunities they are likely to get and the working conditions in those jobs and wages given should be at the back of their minds. In this research this was not the case because the work seekers in question are simply looking for employment and by the look of things, not concerned about the dynamics that come with different jobs. Still on this matter, if we

check their responses on their previous employment , the findings show that they did not work for a long duration of time and one could argue that It is because they were simply looking for work and were not prepared to what they were getting themselves into. Therefore their expectations and what is the reality in the labour market are two different things.

The job opportunities that are currently available are not what the research participants believe that the young people like them will accept, irrespective of the wage. This might be due to the fact that there are bad stereotypes associated with the jobs in which young people cannot bear with. For instance jobs such as cleaning, picking up papers in the streets and other forms of general work is not what they find attractive. These are the kinds of jobs that are usually available in abundance but since they are not interested in them they would rather let them pass. In other words they are choosy when it comes to jobs.

Moving further, none of the research participants have participated in the EPWP program before. This can be interpreted in both ways, firstly, it can be argued that it is because they are not interested in the work opportunities provided by EPWP and secondly they are not informed regarding EPWP work opportunities. EPWP can be the closest cushion for them in getting work opportunities because the projects are locally based and since the research respondents are not willing to relocate, the EPWP is best suited for them. However, the research shows that some are not interested in the kind of work provided in the EPWP and we can further argue that if they were really interested in EPWP they would have known about it in their communities. The experience of living with unemployment in this context is not that strenuous if people are not aware or not interested in EPWP, and are interested in certain jobs that they do not qualify for.

#### **4.7 Psychosocial factors related to unemployment**

Most research participants argued that they are not treated fairly in their families, in their experience living with unemployment. They have cited being excluded in family meetings and being accused of stealing amongst the other things. However, this cannot be equated to bad treatment because that is how they interact on a daily basis. I am making this claim because the findings have shown that the experience of living with unemployment is not as tense as they make it to be. As long as there is food at home and the work seeker not stretching to the limit in their search for employment then they are not in a tipping point of a crisis. Being scolded every day in these cases does not mean they are treated bad, the way people speak and do things becomes part of the culture and it becomes normal to them. The situation was going to be different if they were deprived off food and other essentials as a punishment for being unemployed. This again brings up the issue of family support because no right thinking parent or guardian can deprive those in their care food, irrespective of the circumstances.

The question on the issue of stress due to living with unemployment is an interesting one because the answers were equally distributed. Those who were stressed were likely to be parents. The stress that comes with unemployment in this instance is because they are worried that instead of idling around they could have been contributing financially in their homes or saving money so that they could pursue their studies further. On the other note those who were not stressed can be viewed on the basis of having normalised living with unemployment and that it is a normal thing that affects everyone and they are not immune to it.

We can argue that both responses to this question, whether stressed or not, they were not stressed from the true meaning of the word, because if they were really stressed they could have taken any form of work available for them, however, this was not the case, stress in this instance can be relegated to a mere thought. We are making this claim due to a number of factors such as family support and the responsibilities that the unemployed person has, amongst the others. One thing that people still possess is hope, despite being unemployed, they are optimistic that the tables will turn in the near future, especially when they factor in the issues of pursuing education and

training. Unemployment strips the unemployed of their dignity as people, and as a result people feel trapped and not in control of their lives.

To further support the arguments made above, there are many factors that result from unemployment, whether be health issues, diminishing family bonds and issues of debt, these issues are confronting all the nations that are dealing with the scourge of unemployment. For instance, in Britain, it was found that lower levels of psychological wellbeing are found in the literature that studied the unemployed, irrespective of their age and gender (Bartley, 1994:333). As we have noted that this study focused on the youth between the ages of 18-24 who are unemployed, other studies have observed that the stress that comes with being unemployed may directly translate into physical symptoms or suicide (Wanberg, 2012:371). This is not the case in this research because the findings could not link suicide and unemployment amongst the participants.

Still on this note, the link between unemployment and suicide was not a major subject to probe further because only a few respondents agreed having heard about an unemployed person who ended up committing suicide. The rest argued that there are no cases of unemployment and suicide that they know off. It might be the issue or race or location, because there are few studies in the global south that have probed the link between suicide and unemployment, as compared to the global north. For instance, in the ground breaking study by Atkinson, Blakely and Collings (2003), the researchers concluded that “unemployment may confer vulnerability by increasing the impact of stressful life events; it may indirectly cause suicide by increasing the risk of factors that precipitate suicide (for example, mental illness, financial difficulties); or it may be a non-causal association because of confounding or selection by factors that predict both unemployment status and suicide risk” (Atkinson et al, 2003:594).

Going further, research has shown that in South Africa, the issue of high wages was also to blame for the scourge of unemployment. This is because of the power vested in trade unions during the bargaining councils to negotiate on better wages (Kingdon & Knight, 2001). However, the debate of wages and unemployment is a far cry in the findings of this research because the participants are mostly persons who have never worked in formal employment and with some not having worked at all. This is why when they were asked about the ideal wages, they only gave rough figures, not clear



if they are basing their ideal wages on inflation and the real wages associated with the kind of jobs.

Looking at the factors associated with unemployment, crime was also an element to be investigated in relation to unemployment. The research findings indicated that people do resort to crime as a result of unemployment. On a related note, crime has been a major problem in South Africa and it is a topic of contestation to conclude that many forms of crimes such as drug dealing and theft are linked to unemployment. With this in mind, studies are required to further investigate if that causality exists.

The findings of the research did not show any link between sexual abuse and unemployment. This could mean that such cases don't exist or they are not being reported at all. On other forms of crime, the research respondents believed that the experiences of living with unemployment has driven other people to various forms of crime. The crimes mentioned include stock theft in Madadeni and the burglaries of the foreign owned shops while in Reiger Park, car theft and burglaries also emerged as major crimes that might be due to unemployment. Due to their environments, the normalisation of unemployment in both areas breeds crime as a result of lack of opportunities or wanting to have things easily rather than working for them.

The research found that there are persons who have resorted to crime as a result of unemployment and crime is perceived as wrong and evil because other people work extremely hard for what they have and criminals just take people's possessions for free. This was perceived as disturbing people's progress in life because it means they are working backwards since they have to constantly replace what is stolen.

#### **4.8 Conclusion**

In this chapter, the story of living with unemployment was given in a narrative form based on the findings from the previous chapter. This chapter contrasted the experiences of living with unemployment amongst the job seekers profiled in this study. The research has shown that family support and social grants play a very strong role in influencing the experience of living with unemployment. The research also demonstrated that the unemployed are very selective when it comes to job opportunities that they qualify for, based on their levels of education. For instance, in both areas of the research none has participated on the EPWP program before. The

issue of migration was highlighted with factors that influence the movements and also why the research respondents in this study are not keen on moving to other places to search for employment opportunities. Still on migration, the study has shown that family support has a strong influence on migration as well. Unlike in the global north, the study did not find any correlation between unemployment and psychological factors such as suicide and stress but the research has shown that there might be a link between unemployment and alcohol abuse. Moving further, the next chapter concludes the entire research process.

## **Chapter 6: Conclusion**

### **6.1 Introduction**

This chapter concludes the research process and gives the steps taken to arrive at this closing. In other words, the methodology is explained, and major findings given and the limitations of the study also form part of this chapter. In closing, the recommendations are given for further research on the related subject matter.

### **6.2 Methodology**

The research applied a qualitative method for this study. Two research instruments namely; the In-depth Interviews (IDI's) and the Focus Group Discussions (FGD's) were used to probe the identified research problem. The data was then analysed using the computer assisted Nvivo® software.

### **4.9 Findings**

The research has noted that the effects of joblessness on the youth are severe and affects them badly because their contribution to society goes untapped. The findings further suggests that the majority of the research participants are aware that in order for them to get the desired employment opportunities, they need to have some sort of higher education or skill. The study also noted that the research participants are aware of the employment opportunities that might be available for them but they are not interested in those jobs.

The researcher further noted that the experience of living with unemployment cannot be generalised and it will differ with each individual. However, it was noted that family support might also be discouraging the work seekers from aggressively looking for employment opportunities. In this case, the impact of social grants as part of family support was also explored further to try and establish the link between these forms of social assistance and the experience of living with unemployment.

#### **4.10 Limitations of the Study**

- Despite the issues of confirmability and dependability, it is important to note that the research was limited to two research areas (Madadeni & Reiger Park) and the outcome might not be exactly the same if conducted in another area with similar characteristics, albeit South Africa being confronted by massive unemployment countrywide.
- The extent of drug abuse and financial vulnerability were not further probed thus making the arguments limited. This was based on the notion that the research respondents were young persons who have limited access to resource such as money to access drugs.
- The true extent of the experience of unemployment would have been further explored if the respondents were adults who have worked. In this case, issues of debt and suicide would have been disseminated further.

#### **4.11 Suggestions for further Research**

The experience of unemployment is an interesting and massive topic that should be explored in the economically active age cohorts of South Africa. This is because those who have worked before will be able to share their experiences and maybe from that research, cases of debts and suicide can be explored further. What can be further researched in this space includes:

- Intergenerational unemployment amongst families and how they have been coping with the experience of living with unemployment

#### **4.12 Conclusion**

This chapter presented the methodology, the findings and the limitations of the study. The major finding of this study is that living with unemployment frustrates those affected because it robs them off their future. As a result, problems such as alcohol & drug abuse and theft amongst others are likely to emerge from this predicament. However the study noted that the experience of unemployment is not the same to all those affected by joblessness. The study further noted that the impact of social grants has eliminated abject poverty and people are able to put food on the table. Lastly,

Suggestions for further research based on the conclusions from the findings are also given.

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## Appendix –Interview Schedule

### APPLICATION FORM FOR ETHICAL CLEARANCE OF RESEARCH PROPOSALS SUBMITTED TO THE COLLEGE OF HUMAN SCIENCES

#### DETAILS OF THE RESEARCHER(S)

##### A1 FULL NAMES AND TITLE OF THE PRINCIPAL INVESTIGATOR

THABISO MODISE

##### A2 HIGHEST ACADEMIC AND PROFESSIONAL QUALIFICATION

BACHELOR OR SOCIAL SCIENCE (HONOURS) INDUSTRIAL SOCIOLOGY

##### A3 TITLE OF PROPOSED STUDY

EXPERIENCES OF YOUTH EMPLOYMENT IN REIGER PARK AND MADADENI  
TOWNSHIPS IN SOUTH AFRICA

##### A4 PERSONAL PARTICULARS (PRINCIPAL INVESTIGATOR)

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(d) Telephone number(s)	076 097 5473
(e) Type of project	Masters research
(e) Type of funding	NRF Free Standing Scholarship

## A5 PERSONAL PARTICULARS OF PROJECT COLLABORATORS/SUPERVISOR

(a) Initials & surname:	JOT Adesina
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(c) Department:	SARChI Chair in Social Policy, Archie Mafeje Research Institute.
(a) Initials & surname:	
(b) Contact details:	
(c) Department:	

## B DETAILS OF THE RESEARCH PROPOSALS

### B1. INTRODUCTION AND BACKGROUND

Youth unemployment in South Africa, especially within African and Coloured populations, is a matter of concern because the rate is higher than in most developing countries when a comparison is made (Rankin & Roberts, 2011). Many factors have been attributed as key causes of youth unemployment in South Africa. A lack of relevant skills and insufficient networks to obtain information on job opportunities are some of challenges noted from a personal perspective (Yu, 2013). From the economic perspective, some scholars argue that the labour market conditions are also responsible for youth unemployment in South Africa. For example, the high level of unemployment attributed to structural changes to the economy, which include the increase in the labour force, changes in production technology, and a shift from agricultural production to less labour-intensive sectors (Rankin & Roberts, 2011). Another argument is that South Africa's labour market is highly regulated and this has resulted in reduced demand for unskilled labour (Rankin & Roberts, 2011).

In the second quarter of 2016, the unemployment rate in South Africa was 26.6% (Statistics SA, 2016). However, the best way to understand the scourge of unemployment is to look at the age cohorts since the aggregate unemployment figure of 26.6% is an average for the entire economically active population group of

15 to 64. For instance, the unemployment rate in the 15-24 age group was 53,7%, while for 25-34 it was 31,4%, 35-44 years it was 21,4%, 14.4% for those aged 45-54 years, and for the last age group 55-64 being the lowest at 9,6% (Statistics SA, 2016).

From these figures, an argument can be made that in the 15-24 and 25-34 age cohorts, unemployment is high and these two groups represent the youth population of South Africa. Youth unemployment is a matter that requires urgent attention because being unemployed impacts the lifetime employment trajectory of the individual (Rankin & Roberts, 2011). The consequences of youth unemployment are massive: if people are not employed or economically active, they cannot build an asset base for themselves in terms of having investments, they cannot save for the education of their children, and they lack buying power.

Moving further, the study will examine if men and women from the two race groups identified (Black Africans & Coloureds) share the same experiences of unemployment. The data will be collected in areas that are in the proximity to industries and many companies that generate economic opportunities. The selection of these areas is based on the fact that these areas were designed to be reserves of labour and grouped according to race by the previous government regime. This feature will help again in investigating if some have migrated to these areas or were born there and what their views are regarding job opportunities that are around but which they still are not accessing. Personal and social phenomena such as crime, drug abuse and squalor, amongst others, will be investigated to see if youth unemployment has a factor in their prominence.

## **B2. DESCRIPTION OF THE STUDY PROBLEM**

The proposed study will investigate the experiences of youth unemployment in two selected townships. The motivation behind the selection of these research participants is because people in the same age cohorts are likely to share many characteristics that might influence their labour market experiences and outcomes. Burger & von Fintel (2009) argues that persons born in the same year are likely to have received a similar quality of education, to some degree, likely to have faced the same economic opportunities and their entry to the labour market could have been at the same time".

Youth unemployment affects mostly the African and Coloured populations in larger proportions. With this in mind, the research will probe if youth unemployment has led to some personal and social problems facing the youth in South Africa today such as alcohol and drug abuse, crime, and domestic violence. For example, the recent unemployment rates (2nd quarter of 2016), using the expanded definition,

varied widely between the different population groups: the rate for Black Africans was 40,9%, Coloureds at 28,0%, 16,6% amongst the Indian/Asian and the lowest unemployment rate amongst the races was recorded for Whites at 8,6% (Statistics SA, 2016: 22-23).

With regards to educational attainment amongst the population groups, **it was observed that people with levels of education below matric constituted 58,5% of the unemployed among Black Africans and 67,9% among Coloureds (Statistics SA, 2016). Aggregate expanded unemployment rate for those between the ages of 15 and 24 was 66,3% (Statistics SA, 2016:24).** When looking at the expanded unemployment rates by gender, the aggregate figure for women was 40,4% as compared to 32,9% for their male counterparts. These figures point to the problem of unemployment, especially among the youth who constitute the majority of the population. Research has indicated that there are higher unemployment rates amongst the youth than among older persons, irrespective of other factors such as educational attainment (Stats SA, 2016: xv). For this reason the research will focus on the youth between the ages of 18-24 with a matric qualification and below.

### **B3. LITERATURE REVIEW (OVERVIEW)**

Since 1954, the International Labour Organisation (ILO) has come up with guidelines for categorising people in different labour market conditions. The ILO guidelines state that a person is unemployed if the person is (a) not working, (b) currently available for work and (c) seeking work (Byrne et al, 2001). According to Statistics South Africa (2016: xxi), "Unemployed persons are those (aged 15–64 years) who: a) were not employed in the reference week; and b) actively looked for work or tried to start a business in the four weeks preceding the survey interview; and c) were available for work, i.e. would have been able to start work or a business in the reference week; or d) had not actively looked for work in the past four weeks but had a job or business to start at a definite date in the future and were available".

The Central Statistics Office (CSO) of Trinidad and Tobago defines the unemployed as not only those non-employed that are currently job seekers, but also includes those non-active job seekers that looked for work during the three month period preceding the interview and who at the time of the interview of the census did not have a job but still wanted work (Byrne et al, 2001).

Unemployment is a multidimensional concept which involves economic, political and social dimensions (Msigwa & Kipesha et al, 2013). Youth unemployment, particularly is said to have three main causes, all of which are set to be interconnected (1) lack of jobs due to economic slumps and the loss of international competitiveness, (2) mismatch between skills demanded by existing jobs and the skills provided by the educational system, and lastly, (3) the labour market rigidities

as a result of inflexible wages, employment protection, high non-wage cost due to generous welfare state or even discrimination (Schmid, 2013).

After democracy was attained, it has been easy to collect the data regarding the labour market trends in the new South Africa. Throughout the years, race has been an important differentiating factor in the labour market behaviour and outcomes (Lam, Leibbrandt & Mlatsheni, 2007:5). This is because labour market participation rates are different by high proportions amongst the race groups, being the highest amongst the white population and the lowest recorded for the black Africans, irrespective of the age cohorts and educational attainments.

When looking at youth unemployment amongst the age cohorts of 15-24 and 25-34 in South Africa, the rate of unemployment has been consistently high and the last reported figures were 53,7% and 31,4% for both age cohorts respectively in the second quarter of 2016 (Stats SA, 2016). With regards to gender, women are affected the most by unemployment when compared to men. Women in general have been on the receiving end of unemployment, unlike their male counterparts. Du Toit (2003:6) reiterates “that it is generally found that employment opportunities for young women are more limited than those for young men, leading to slightly higher unemployment rates for young women”. Coming to race, the Black African and Coloured populations are on the receiving end of unemployment. For instance, in the second quarter of 2016, the unemployment rate for Black Africans of all age groups was at 30,1% while the figure for the Coloured population was at 23,2% (Stats SA, 2016). When compared to other races, the unemployment rate for the Asian race group was at 11,7% and Whites with 6,6% (Stats SA, 2016). These are the figures used in the official unemployment rate, not the expanded definition.

The highest unemployment rates amongst the age cohorts in the second quarter of 2016 were reported amongst those aged 15-24 and 25-34 years (Stats SA, 2016:xv). The unemployment rate for people with qualifications less than matric is also considerably higher. It is 53,1% among those aged 15-24 years and 35% among those aged 25-34 (Stats SA, 2016: xv). The Black African youth are by far the biggest group that experiences unemployment and those who have attained higher levels of education fair relatively well in the labour market (Lam, Leibbrandt & Mlatsheni, 2007:12). The key government strategy in reducing youth unemployment has been to increase access to education.

The literature shows that education plays a significant role in one's prospects in the labour market. This is supported by fact that almost 86 per cent of the unemployed youth in 2011 had no qualifications beyond matric and two-thirds have never worked (National Treasury, 2011:9). The lack of work experience continues to be a major stumbling block for young people wanting to enter the labour market. With this in mind, the recent literature pins the reasons for a rise in unemployment to large



numbers of new entrants in the face of relatively slower labour absorption rate (Burger & von Fintel, 2009; 2).

Still in South Africa, it is argued that labour demand is greater among those with high levels of education and the long term unemployment rate was only 4,2% for degree-holders (Bhorat, Cassim & Tseng, 2016: 314). This is eight times lower than the average unemployment rate for work seekers with only Grade 8 to 11 schooling, which is at a staggering 30.9% (Bhorat, Cassim & Tseng, 2016). In this regard, the economy excludes those with low levels of education. An argument can be further made that even if jobs of low skills were available, the employers would still prefer those with higher levels of education than their unskilled counterparts. However, chronic unemployment is not a new phenomenon in the South African labour market because there has been a parallel trend of negative growth in the economy struggling to beat unemployment (Lam, Leibbrandt & Mlatsheni, 2007:2).

Bhorat (2009) gives an illustration of the unemployment problem in South Africa as well as the remedies for redressing the problem. The scholar argues that the first step in understanding unemployment in South Africa is to look at the variables of age, gender, race, location and schooling because they serve as the key attributes defining and explaining the unemployment problem in South Africa. Bhorat (2009) further argues that policy failure is partly responsible for the state of the schooling system in all the phases. There is still evidence that a parallel education system is in place where there is disadvantage still located within the schools in the townships and these schools are faced with challenges of infrastructure and poor management on a day to day basis. The Afro-barometer survey, reported that in 2011, 44% of young White respondents said they had completed some form of post-secondary education, compared to 20% of the Asian/Indian, while the coloured respondents were at 14%, as compared to a mere 8% of the Black African respondents (Afro-barometer, 2015:6). This is further reiterated by Bhorat (2009) that the legacy of the apartheid schooling system is still in existence and this is evident when looking at the management of schools, knowledge infrastructure, and the teacher quality

Besides the quality of education there are other factors that Bhorat (2009) highlights as being the causes of unemployment. These are:

### **Labour Force Participation Growth Rates**

Although being mostly visible in developed countries, research has shown a strong link between (un)employment and economic growth (Du Toit, 2003). With this in mind, an argument can be made that higher levels of employment and economic participation in South Africa would make progress in reducing poverty and income inequality (Munyeka, 2014). A lot has been written about the importance of

education in stimulating economic growth. The literature provides three channels through which education can impact on economic growth (Bhorat, Cassim & Tseng, 2016: 319). Mankiw et al. (1992 cited in Bhorat, Cassim & Tseng, 2016: 319) state that firstly, education increases the skills needed in the labour force, which in turn, increases labour productivity and thereby engendering transitional growth that leads to higher levels of output. Secondly, education is regarded as key in innovation areas of technology for the production of new products and process which leads to growth (Lucas, 1988; Romer, 1990; Aghion & Howitt, 1998 cited in Bhorat, Cassim & Tseng, 2016: 319). This automatically leads to a change in the economy in terms of the skills that will be required to service the technology that is in place. Lastly, it is through education that people will be in a position to understand the processes needed to implement these new technologies (Bhorat, Cassim & Tseng, 2016).

However, poverty is still a driving force behind early schooling exit amongst many people. Some families are not in a position to afford school fees for the youth to further their education, hence the latter will opt to enter the labour market at an early age, resulting in low pay, mediocre jobs so that they can contribute to their families' disposable income (Lam, Leibbrandt & Mlatsheni, 2007:13). Burger & von Fintel (2009) on the other hand support this argument that some pupils were over the age limit in their grades and this resulted in them being removed from the mainstream public education system, with the intentions of placing them into adult education alternatives. What the research has noted is that this policy has failed because "its impact has been to push young people (predominantly black Africans) into the labour market without the skills required, rather than continuing with necessary training that is required for eventual absorption into the workplace" (Burger & von Fintel 2009; 3).

### **Labour Demand-Supply Mismatch**

South Africa is becoming a skills based economy. The country is moving away from a labour-intensive output growth path, as reflected in the falling share of employment in the manufacturing sector and contribution to GDP and the rising employment and output in the services sector (Mahadea and Simson, 2010) cited in (Munyeka, 2014:260). This is because the share of unskilled employment has declined over the years in favour of semi-skilled and skilled employment. This can be corroborated by Burger & Von Fintel (2009:6) when they argue that "demand for unskilled or semi-skilled workers (who are in abundant supply) decreased, whilst demand for highly skilled workers (for whom the unemployment rate was already low) increased". Bhorat, Cassim & Tseng (2016: 314) also concluded on a similar note that the current supply of labour is characterised by a large contingent of job seekers with minimal levels of skills and experience for work (Bhorat, Cassim & Tseng, 2016: 314). This comes down to the issue of educational attainment. The policy of

transition from school to FET colleges to those who are above the age limit hasn't achieved the intended outcomes. It can somehow be argued that this labour demand-supply mismatch is also due to a large cohort of individuals who were supposed to be in the education system being forced into the labour market without the necessary skills to ensure success in the labour market (Burger & von Fintel 2009).

## **Labour Regulation**

In the South African workplace, the labour movement has a strong footing and is politically aligned. In this case, they will want to have processes that are termed to be democratic when resolving the workplace disputes. It is therefore not easy for employers to dismiss the workers in the workplaces that are unionised. The slow growth in employment can also be attributed to the tighter labour market regime which affords greater bargaining power to trade unions (Burger & von Fintel 2009). It takes a long time to resolve a dispute in the workplace in South Africa and this impacts on productivity. Taking this into account, Bhorat et al (2013) argues that the levels of the dispute resolution system in the South African labour market are imperative to job creation and job destruction. The dispute resolution body is important in helping us to understand unemployment from a broader perspective in South Africa because it highlights that "an efficient labour market dispute resolution organisation does have significant impacts on employment and must therefore be monitored in order to minimize employment losses" (Bhorat et al, 2013: 14).

Moving further, youth unemployment is high in regulated labour markets in which employers are restricted in their freedom to dismiss unsuitable workers (Breen, 2005). However, in this context, in South Africa, the National Economic Development and Labour Council (NEDLAC) which comprises of organised labour, government and the business community agree on the labour policy. The labour regime is focused more on the protection of the workers and it yields more on protecting those who are in the labour market rather than those who want to enter. There are several factors why countries have a regulated or liberal labour market. With regards to South Africa, the country transformed in 1994 from a society that was characterised by all forms of abuses and the workplace was no exception. In order to address the injustices of the past, the labour market had to be regulated in order to protect the workers from the abuses to which they used to be subjected. There are some elements that need to be observed with regards to the differences between countries in the regulation of the labour market (Breen, 2005).

South Africa's political past has contributed hugely to the state of the current labour market in many ways. The statistics given above give a quantitative view and does not say much about why certain groups in the population are still marginalised and

their lives have not improved in the years since the labour force participation surveys were started. This is corroborated by Lee & Koffman (2012:392) when they argued that “The colonial legacy of social underdevelopment, a despotic racial order using nonfree cheap labor, and ruthless suppression of political dissent conspired in the 1980s to produce a national liberation movement in which class and citizenship struggles are fused”.

An argument can then be made that the youth who are unemployed are the descendants of the generation that was oppressed and not afforded equal opportunities by the despotic racial order of the day. Based on this literature and the statistics given above, we can conclude that youth unemployment amongst the previously disadvantaged racial groups is one of the visible legacies of the apartheid regime. This can be corroborated by Burger & Fintel (2009; 2) when they argue that “South Africa’s racially divided past impacted most facets of life, including the labour market and the education system. These imbalances have been tackled on the policy front, in order to equalise opportunities relating to labour market entry and access to similar education for all population groups. However, these policies have not had the desired impact”.

With the democratisation of South Africa in 1994, the promise of jobs for all in the political rhetoric that is still applicable today clashed with the realities of the labour market (Lee & Koffman, 2012). The literature suggested that of the 1.4 million job opportunities created from 1995 to 2003, the majority were in the informal sector, domestic work, and subsistence farming (Lee & Koffman, 2012). Some scholars argue that the economic policies that were adopted by the African National Congress (ANC) have in fact divided or reinforced the divisions already inherent in the labour market. Von Holdt & Webster (2005:28) cited in (Lee & Koffman, 2012) state that “economic liberalization adopted by the ANC has polarized the labor market, is organized into three asymmetrically dependent zones—(a) the core of formal employment with remnants of racial division of labor and hierarchy of power; (b) the noncore of minimally protected or represented, outsourced, unskilled, part-time, and domestic workers; and (c) the periphery of unemployment and informal subsistence activities or labor without pay.”

When looking at the issue of unemployment globally, generally, the youth are the most vulnerable group in economic slumps when demand for goods produced collapses (Schmid, 2013). There is a policy of last in first out. It applies mostly to the youth since they do not have the required work experience and they are the likeliest to be retrenched or dismissed under any circumstance. In the labour markets across the world, the youth continue to be marginalised and cannot create household assets due to being in the state of unemployment most of the time. Unemployment in general destroys prospects for a better future and people’s response to this situation can be dangerous. The most affected youth are those termed the NEET

(Not in Education, Employment or Training). This group of young people is not advancing in anyway due to the fact that they are not acquiring any forms of human capital such as work experience or training to sharpen their skills for the competitive labour market (Lam, Leibbrandt & Mlatsheni, 2007:12). The reason for the lack of interest in education from this group needs to be understood from a policy perspective because their early exit from the schooling system leads to negative labour market outcomes to them.

The youth have difficulty in the labour market. This is a global phenomenon. A number of factors that lead to this phenomenon have been identified such as lack of work relevant skills, lack of information and connections for acquiring appropriate skills, as well as lack of experience and credentials (Manpower Group, 2012). The literature suggests that those who stay unemployed for a long time end up struggling to secure employment in general (Kaboub et al, 2015). This can be corroborated by the fact that many people get jobs through informal networks. With this in mind, an unemployed person will have limited access to this social capital. Lack of career counselling from an early age has an influence on the outcome of people's prospects in the labour market. This results in many young people lacking the knowledge of what the world of work is actually like, and not having thought about what they want to do when they exit the schooling system, in terms of career choices (Manpower Group, 2012). The effects of unemployment are huge and long term because among the youth, unemployment has been shown to have lifelong effects on income and employment stability, because affected young people start out with weaker early-career credentials. Further, they tend to show lower confidence and resilience in dealing with labour market opportunities and setbacks over the course of their lives (Manpower Group, 2012).

Moving further abroad, youth unemployment is a global phenomenon and differs amongst countries. To an extent, such variation reflects the state of the economy in different countries (Breen, 2005). A further argument is that the education system in a specific country influences labour market outcomes. The literature suggests that these factors (labour market regulation and education system) may be linked to how well young people fare in the labour market (Breen, 2005). It has been reported that youth unemployment is regarded as a threat to social cohesion, economic and political stability in many developing countries (Msigwa & Kipesha et al, 2013).

When looking at other economically fragile regions in the world, youth unemployment rates in the Arab region are the highest across all major world regions and this creates challenges for educated youth to access employment opportunities (Assaad, 2013). To understand youth unemployment in some parts of the Arab world, we must take into consideration the political dynamics in which young people have to survive in. It is reported that in the six years leading up to the revolution in Tunisia, the unemployment rate amongst the youth soared from below 30% to over 42% (OECD, 2015). It can be argued that youth unemployment in that country was one of the factors that triggered the political uprising against the

government of Zine Ben Ali. Unlike in other developing economies in the world, the young people who suffer from the brunt of unemployment in Tunisia are mostly university graduates (Assaad, 2013). The idea that higher education increases one's prospects of securing decent employment seem not to be the case in Tunisia.

When looking at Europe, in the last quarter of 2014, 4,96 million young people under the age of 25 were unemployed in the European Union's 28 member states combined (European Union, 2015). The lowest rates of youth unemployment were observed in Germany (7,1%) and the highest being Greece with (53,7%) . These comparisons are important because they will attempt to guide the study in terms of understanding the successes and failures of labour market policies that were developed to address unemployment. However, the interactions of economic and demographic factors, along with labour market institutions are central in explaining cross-country differences in youth unemployment (Cahuc et al, 2013).

It can be argued that industrialisation created thousands of jobs but some problems also came along. Studies on the psycho-social effects of unemployment were first recorded in the early 1930's (Du Toit, 2003:12). This was during the great depression when people's livelihoods were greatly affected in various ways. The experiences of the 1930's are not the same as those of the present day but still people faced problems that are relevant to the present day circumstances. Still on this issue, both adults and the youth might experience different social ills because the levels of responsibilities might not be the same. The literature on South Africa's unemployment trends state that unemployment mostly affect the Black African and Coloured population. Hannan, O'Riain & Whelan (1997) argues that certain social groups will be more exposed to unemployment than others and those in the lower stratum of society are the most affected.

Studies have reported several motives such as poverty and economic recession for committing political violence, especially amongst the youth (Urdal, 2006; 609). For instance, in Germany it was observed that unemployment has an impact on the occurrence of right-wing extremist crimes. It is argued that these forms of crime happen more frequently when unemployment is high (Falk, Kuhn and Zweimuller 2009:3). Crime has been associated with unemployment because it is believed that people have nothing to do and they will end up resorting to crime. When looking at youth unemployment in relation to crime, an explanation has been that age distribution of crime is that youth are more exposed to unemployment as argued by Freeman (1996) and Groggier (1998) in Grönqvist (2011:2). The impact of unemployment on crime has been observed to be significantly higher on the age cohorts of 19-24 and 29-34 in Sweden (Grönqvist 2011). This can help us to understand the extent of unemployment in the age cohorts because unemployment in South Africa is particularly high among the youth (15-24 at 50,4%, 25-34 at 29,1%) , however we cannot at this point link these age cohorts with crime in this study.

Besides crime, unemployment is a key factor causing declines in personal well-being, such as deterioration in self-esteem, health and suicide (Maching & Manning, 1998:25). However, the scholar's argued that people react differently to negative events in their lives and it cannot be generalised to the entire populace of the unemployed. Further, there are some factors that affect people as a result of unemployment. For instance, Jahoda (1982) in Hoare & Machin (n.d) argued that unemployment results in a loss of access to five psychosocial benefits that people derive from being employed. These benefits are (i) a sense of collective purpose, (ii) opportunities for contact with others outside the family boundaries (iii) a sense of social status, (iv) enforced activity, (v) and a structure to their time (Hoare & Machin, unknown:4).

Research conducted in the Netherlands has shown that there is a link between unemployment and psychological distress and re-employment improves mental health (Schaufeli 1997: 282).

Finally, research done in the United Kingdom has shown that lower levels of psychological well-being were observed in all studies which compared unemployed people of all ages and gender (Bartley 1994: 333). Unemployment has many latent implications such as financial pressure and health problems to name a few. Studies have shown that unemployment is associated with some health damaging behaviour, although there are disagreements on whether such behaviour or job loss comes first (Bartley 1994: 335). A striking feature in one of the studies is that unemployed people seem to be heavier smokers and drinkers, although some disagree (Bartley 1994: 335).

#### **B4. PURPOSE OF THE STUDY**

The purpose of this study is to understand the daily lives of the youth who are unemployed in the specific selected study sites. Many scholars have written about the topic of youth unemployment and presented their findings in graphs and other statistics to draw inferences to interpret unemployment trends. This approach of data collection is said to be ignoring many underlying factors of the labour market trends because it focuses on cohorts since its inception rather than individuals (Burger & von Fintel, 2009). As a result, little has been said about the daily lived experiences of those who are out of jobs. This refers to what they go through on a daily basis and their means of survival. This is a specific group of young people with aspirations and the future ahead of them. However, some of their experiences can be understood from a micro-level, qualitative standpoint.

**With regards to the life experiences, the research will attempt to probe issues such as:**

- What the unemployed youth do when they wake up in the morning. It is normal to have daily goals about what you want to achieve in that particular day, in this case I hope to learn about what they do on a daily basis as part of the life experiences
- The family expectations of the youth who are unemployed will be explored as part of the daily experiences because once a person is not studying then there are expectations coming from the family members in terms of contributing in the household.
- As part of the lived experiences, the research will also attempt to know about what they do to keep themselves busy.

## **B5. RESEARCH OBJECTIVES**

The study aims to explore and understand the experiences of unemployed youth in the two selected townships. The study aims to achieve the following objectives:

- To understand the impact that joblessness has on young people and their dreams.
- To learn about the life experiences of the unemployed youth.
- To explore if young women face similar challenges as their male counterparts with respect to unemployment.
- Finally to understand if migration is considered as an option if opportunities are not available and if so at what cost.

## **B6. STUDY DESIGN**

The methodological approach to be adopted in carrying out this study will be qualitative. In this qualitative approach, the FGDs will be facilitated in the areas identified for the study. The focus group discussions will take place in two provinces in the country, namely Gauteng (Reiger Park) and Kwazulu Natal (Madadeni). The maximum number of participants in the focus group will be 12. The FGD will inform the In-Depth Interview (IDI) guides in terms of the direction that the probing must take in the second part of the data collection. The FGD and the IDI are relevant qualitative techniques for this research because they both have characteristics that are similar to the informal discussions that take place in the everyday lives of people (Delaney, Egan & O'Connell, 2011). These are the research methods that are best suited to help the researcher to understand the impact that joblessness has on young people in their communities from their own perspective.



The FGD allows the researcher to access opinions arising from group interactions and dynamics and they also provide a platform in which it is easy for people to interact as they might share the similar experiences about life and the responses from the discussions will complement and might also contradict each other, thus making the data thick and authentic. Factors such as the impact of joblessness on young people in their communities cannot be quantified in terms of numbers.

Due to the specific academic and age profiles of the research respondents, the FGD's and IDI's will be conducted in IsiZulu and Afrikaans. In this case, two fieldwork assistants will be employed to translate the research instruments into the first languages of the respondents in the identified areas. The fieldwork assistants will also be able to translate the data to English at the end of the data collection process. An Afrikaans speaking fieldworker will be employed in Reiger Park while a Zulu speaking fieldwork assistant will be employed in Madadeni. This researcher will be present during the data collection periods.

## **B7. STUDY POPULATION AND SAMPLE**

Snowball sampling is the best sampling technique for carrying out the proposed research. The two acquaintances are identified because of their positions in the locations identified for the study (both public servants). They will be in a position to identify the research participants and the research participants will also be able to identify those in the similar situation like them. The research participants who will make up the focus group discussions will be youth between the ages of 18 to 24. The focus group discussions will take place at Madadeni in Kwazulu Natal and Reiger Park in Gauteng. The study population will be Black Africans and Coloureds, with both genders represented. The selection of these population groups is based on the fact that they are the most marginalised and excluded in the economy in terms of securing employment and other economic opportunities. According to Statistics South Africa, these two groups have the lowest educational attainment as compared with their Indian and White counterparts.

## **B8. DATA COLLECTION METHOD(S) AND PROCEDURE**

Firstly, contacts will be made on a personal level with people I know in the townships. The reason for their selection is because they are both civil servants (one is a teacher) and the probability of them interacting with the participants I want is high. From this point, a snowball sampling technique will be used since the participants will be in a position to identify persons who are in situations similar to theirs. This

will make it possible to have the FGDs. The FGD will consist of young people who are unemployed. The data extracted from the FGD will guide the refinement of the IDI guides that will be used in the second phase of the study. These In-depth Interview guides will be administered in the same areas but at a later stage in the study.

Each focus group will be made up of between 8 and 12 participants. Two FGDs will be carried out per site, one for females and the other for males. A tape recorder will be used to record the discussions after securing the consent of the research participants. The recordings will be transcribed at a later stage. The second part of data collection will be Interviews through the usage of IDI guides. Ten in-depth interviews will be conducted per site. Data collection will take approximately two months to complete, with breaks in between.

The IDI will be administered in the areas in which the focus groups will be conducted. From the focus groups, key respondents will be identified for the testing of the IDI and later on the IDI Guides will be administered on the sample of 20 respondents across all the areas. Due to the absence of a central unemployment registration facility or office, non-probability sampling method will be used. The fieldwork assistants will conduct the IDI's with the youth

## **B9. DATA ANALYSIS METHOD**

For the first phase of data collection, a tape recorder will be used to record the focus group discussions and they will then be transcribed using a computer. The rich data derived from the FGDs will guide the formulation of the IDI guide. The Nvivo® software will be used to analyse both the data from the FGDs and the In-depth Interviews. This computer software makes it easier for the data to be categorised into themes and patterns. The software guides the researcher to categorise the themes and patterns into trees and tree notes.

Analysing qualitative data manually is tedious and time consuming. With this in mind, the Nvivo® software enables the researcher to import the transcribed data into the program and it becomes easier to do data management. Once the data has been analysed using the Nvivo software, the findings will be generated for the thesis write-up. The Nvivo® software is most suitable for this study because it is highly recommended for working on rich text-based data, where high levels of analysis of data are required. The Nvivo® software will guide the researcher in classifying and examining the relationships emerging from the data. Since the software uses trees and tree notes to connect the relationships emerging from the data, the researcher will be able to make inferences in order to support the analyses in the thesis

## B10. THEORETICAL FRAMEWORK

The composition and strategic importance of class in society has changed in the recent past (Palmer, 2014). This is because work is no longer secure and this poses a threat of disintegration in the current social order, rather than a constructive response to it (Palmer, 2014). With this in mind, a new social order called the precariat has emerged. Standing (2011) argues that the precariat is a group of mostly young people and members of social movements who are parading the cities in Europe and other parts of the world demanding sustainable jobs, social security coverage from their governments and some of these protests turn violent. A striking feature of Standing's explanation of the precariat is that even if they are employed, what distinguishes them is not "the level of money wages or income earned at any particular moment but the lack of community support in times of need, lack of assured enterprise or state benefits, and lack of private benefits to supplement money earning" (Standing, 2011:12).

With regards to the class in the precariat context, Seekings (2015) gives an illustration of the class structure in South Africa post 1994. He argues that "a large minority of South African households fell into the poor or lower class in the two decades after 1994 (Seekings, 2015:19). What makes the South African lower class to resonate more with the precariat is that those who are working are still poor and they lack the educational qualifications and the skills required to secure regular employment and they do not have the networks that enable people with skills to easily access opportunities that are open to such people (Seekings, 2015). This is further corroborated by Palmer (2014) when he argues that precariousness is juxtapositional to class formation. However, there are differentiations that separate those with access to decent employment and those who struggle and must scramble for work and the minimum wage (Palmer, 2014).

The precariat is replacing the old class structures with new ones. Standing's argument on the precariat is that the hierarchy of stratification has changed dramatically because we now have a contemporary society that lowers the structures into different layers, namely: the manual working class, the mass unemployed who are mostly social misfits living a marginalised life and this class is mostly comprised of the youth (Palmer, 2014).

Unemployment is one of the characteristics of being in a precarious situation (Standing 2011:45). However, it should be noted that the state of precariousness is not just being unemployed, in fact is it a lifestyle that is emerging globally. This is because "In the pre-globalisation era, unemployment was seen as due to economic and structural factors. The unemployed were unfortunate, in the wrong place at the wrong time. Unemployment benefit systems were built on the principle of social insurance; everybody contributed, so that those with low probability of becoming

unemployed subsidised those with a higher probability. That model has collapsed” (Standing 2011:45).

Around the globe, the precariat is an emerging class with the similar trends in the global South. Recent polls indicate that China has a biggest population of the precariat, while other countries such as Greece, Japan, Korea, Spain, Italy and Australia have an estimated population of 40% in the precariat condition (Working Class Perspectives, 2014). The state of precariousness cuts across the race and border lines because the people are affected by similar problems and they all lead to issues of personal dignity, employment, security and prospects for a better future in which it seems to be in a far distance.

The precariat resonates much with the South Africans on the age group from 18-60 who happen to be unemployed. This category of people are not covered by any form of social assistance such as social grants because they do not meet the eligibility criteria to be assisted by the state. To be specific, an unemployed person who is not living with a disability or who has never contributed to the Unemployed Insurance Fund (UIF) is automatically excluded from the basket of social security. Despite the existence of the temporary provision for Social Relief of distress, for those who are in a crisis as a result of natural disasters and are unable to meet their subsistence needs, there is currently no dedicated grants for able-bodied persons of working age who are unemployed (Surrender et al, 2007:7). This is a policy gap that needs to be fixed. The condition of being a precariat enables us to better understand the experiences and consequences of unemployment, more especially amongst the youth.

There is another challenge that the youth who are unemployed are currently confronting, especially those who have educational qualifications above matric. This problem is debt. Many South African students are state funded as the majority of South African parents or caregivers cannot afford higher education. The youth who completed their education but are still out of work have to pay the debt as soon as they start working. The problem here is that the more people stay out of work the more time it takes for the debt to be paid and the interest for servicing the debt also goes high. Standing (2011) coined the term “youth precarity trap” to address this matter. It was reported in Japan that “students are blacklisted if they have not paid back scholarship loans, their limited access to jobs further weakened by having dubious credit records” (Standing, 2011:74)

## B11. ETHICAL CONSIDERATIONS

The research participants in the FGD as well as the interviews respondents will be guaranteed confidentiality and their names will not be used in any way or means in the study. Their personal details are not important and will not be recorded as the study is only interested in their responses. Pseudonyms will be used to consistently identify the responses of the participants. The research participants will be told from the start about the objectives of the study and the researcher will ensure that no harm is done to the participants.

### B11.1 HOW SHOULD THIS STUDY BE CHARACTERISED? (Please tick all appropriate boxes.)

Personal and social information collected directly from participants	Yes <del>x</del>	No
Participants to undergo physical examination*	Yes	No <b>X</b>
Participants to undergo psychometric testing**	Yes	No <b>X</b>
Identifiable information to be collected about people from available records (e.g. medical records, staff records, student records, etc.)	Yes	No <b>X</b>

**Please note:** \*For medical or related procedures, please submit an application to an accredited health research ethics committee. \*\*Please add details on copyright issues related to standardized psychometric tests.

### B11.2 WHAT IS THE AGE RANGE OF POTENTIAL PARTICIPANTS FOR THE PROPOSED STUDY?

18-24

#### B11.2.1 If the potential participants are 18 years and older, is the participants' informed consent form attached?

Yes <del>x</del>	No	Not applicable
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**B.11.2.2 If the proposed participants are younger than 18 years, are consent and assent forms attached?** (In order for minors -younger than 18 years of age- to participate in a research study, parental or guardian permission must be obtained. For minors a youth assent form is required.)

Yes	No	Not applicable x
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**B11.2.3 Description of the process for obtaining participants' informed consent (if applicable)**

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**B11.2.4 DESCRIPTION OF THE NATURE OF RISKS POSED BY THE PROPOSED STUDY WHICH RESEARCH PARTICIPANTS MAY/WILL SUFFER AS WELL AS THE LEVEL OF RISK** (Please consider any discomfort, pain/physical or psychological problems/side-effects, persecution, stigmatisation or negative labelling)

Not Applicable
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**B11.2.5 DESCRIPTION OF STEPS TO BE UNDERTAKEN IN CASE OF ADVERSE EVENTS OR WHEN INJURY OR HARM IS EXPERIENCED BY POTENTIAL PARTICIPANTS ATTRIBUTABLE TO THEIR PARTICIPATION IN THE PROPOSED STUDY.**

Not Applicable
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**B11.2.6 DESCRIPTION AND/OR AMOUNTS OF COMPENSATION INCLUDING REIMBURSEMENTS, GIFTS OR SERVICES TO BE PROVIDED TO PARTICIPANTS (IF APPLICABLE)** (Will potential participants incur financial costs by participating in the proposed study? Will there be any incentives to be given to potential participants for participation in this proposed study? )

Communal lunch will be served during focus group discussions and R20 will be given to each in-depth interview participant.
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**B11.2.7 DESCRIPTION FOR ARRANGEMENT FOR INDEMNITY (IF APPLICABLE)**

Not applicable
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## B12. LIST OF REFERENCES

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### **B13. PROJECT TIME FRAME**

**Approximately 2 years**

### **C. CANDIDATE'S STATEMENT AGREEING TO COMPLY WITH ETHICAL PRINCIPLES SET OUT IN UNISA POLICY ON RESEARCH ETHICS**

I ..... (Name of applicant) declare that I have read the policy for research ethics of UNISA and that this form is a true and accurate reflection of the methodological and ethical implications of the proposed study. I shall carry out the study in strict accordance with the approved proposal and the ethics policy of UNISA. I shall maintain the confidentiality of all data collected from or about research participants, and maintain security procedures for the protection of privacy. I shall record the way in which the ethical guidelines as suggested in the proposal has been implemented in this research. I shall work in close collaboration with my program managers and shall notify them in writing immediately if any change to the study is proposed. I undertake to notify the Higher Degrees Committee in writing immediately if any adverse event occurs or when injury or harm is experienced by the participants attributable to their participation in the study.

### **D. SIGNATURES OF RESEARCHERS**

**I. Signature of Principal investigator:**

\_\_\_\_\_

**Date:** \_\_\_\_\_

**II. Signature(s) of Project Collaborator(s)/Supervisor(s):**

\_\_\_\_\_

**Date:** \_\_\_\_\_

## PARTICIPANT INFORMATION SHEET

20 September 2016

Title: EXPERIENCES OF YOUTH UNEMPLOYMENT IN REIGER PARK AND MADADENI TOWNSHIPS IN SOUTH AFRICA

### Dear Prospective Participant

My name is **Thabiso Modise** and I am doing research with **Professor J.O Adesina**, a **SARCHI Chair in Social Policy**, in the **Archie Mafeje Research Institute** towards a MA at the University of South Africa. We have funding from **National Research Foundation** for competing the study. We are inviting you to participate in a study entitled **EXPERIENCES OF YOUTH UNEMPLOYMENT IN REIGER PARK AND MADADENI TOWNSHIPS IN SOUTH AFRICA**

The purpose of this study is to understand the daily lives of the youth who are unemployed in the specific selected study sites. Many scholars have written about the topic of youth unemployment and presented their findings in graphs and other statistics to draw inferences to interpret unemployment trends. This approach of data collection is said to be ignoring many underlying factors of the labour market trends because it focuses on cohorts since its inception rather than individuals (Burger & von Fintel, 2009). As a result, little has been said about the daily lived experiences of those who are out of jobs. This refers to what they go through on a daily basis and their means of survival. This is a specific group of young people with aspirations and the future ahead of them. However, some of their experiences can be understood from a micro-level, qualitative standpoint.

With regards to the life experiences, the research will attempt to probe issues such as:

- What the unemployed youth do when they wake up in the morning. It is normal to have daily goals about what you want to achieve in that particular day, in this case I hope to learn about what they do on a daily basis as part of the life experiences
- The family expectations of the youth who are unemployed will be explored as part of the daily experiences because once a person is not studying then there

are expectations coming from the family members in terms of contributing in the household.

- As part of the lived experiences, the research will also attempt to know about what they do to keep themselves busy.

You were chosen based on the fact that you are a person best suited for the study due to your age, level of education, you are searching for an economic opportunity and your residential area. For the focus group discussion, 12 members will participate and for the in-depth interview, 20 people will participate in both areas identified for the study.

The study involves audio taping / in-depth interview guides questionnaires / focus groups /. (Questions attached). It will take approximately 1 hour and 15 minutes to complete a focus group discussion and 30 minutes to complete the in-depth interviews.

Participating in this study is voluntary and you are under no obligation to consent to participation. If you do decide to take part, you will be given this information sheet to keep and be asked to sign a written consent form. You are free to withdraw at any time and without giving a reason.

There are no potential benefits for participating in this study. However, your opinions will form part of the findings that will contribute to the body of knowledge. There are no negative consequences to arise from you participating in the study. Your name will not be recorded anywhere and no one will be able to connect you to the answers you give. Your answers will be given a code number and you will be referred to in this way in the data, any publications, or other research reporting methods such as conference proceedings

Hard copies of your answers will be stored by the researcher for a period of five years in a locked cupboard/filing cabinet [In Boksburg, Gauteng] for future research or academic purposes; electronic information will be stored on a password protected computer. Future use of the stored data will be subject to further Research Ethics Review and approval if applicable. Hard copies will be shredded and/or electronic copies will be permanently deleted from the hard drive of the computer through the use of a relevant software programme.

There won't be any transport costs incurred on the side as a participant because the research will take place in close proximity to the participant's home.

This study has received written approval from the Research Ethics Review Committee of the [Department of Sociology], Unisa. A copy of the approval letter can be obtained from the researcher if you so wish.

If you would like to be informed of the final research findings, please contact Thabiso Modise on 076 097 5473. The findings are accessible for 2 years. Please do not use home telephone numbers.

Should you require any further information or want to contact the researcher about any aspect of this study, please contact 076 097 5473 or email [Tamodise89@yahoo.com](mailto:Tamodise89@yahoo.com).

Should you have concerns about the way in which the research has been conducted, you may contact 012 337 6002, [adesij@unisa.ac.za](mailto:adesij@unisa.ac.za).

Thank you for taking time to read this information sheet and for participating in this study.

Thank you.

.....

Thabiso Modise

## CONSENT TO PARTICIPATE IN THIS STUDY

I, \_\_\_\_\_ (participant name), confirm that the person asking my consent to take part in this research has told me about the nature, procedure, potential benefits and anticipated inconvenience of participation.

I have read (or had explained to me) and understood the study as explained in the information sheet.

I have had sufficient opportunity to ask questions and am prepared to participate in the study.

I understand that my participation is voluntary and that I am free to withdraw at any time without penalty (if applicable).

I am aware that the findings of this study will be processed into a research report, journal publications and/or conference proceedings, but that my participation will be kept confidential unless otherwise specified.

I agree to the recording of the focus group discussion.

I have received a signed copy of the informed consent agreement.

Participant Name & Surname.....

Participant Signature.....Date.....

Researcher's Name & Surname.....

Researcher's signature.....Date.....

## **In-depth interview guide**

### **Introduction:**

Good day, thank you for your time. I appreciate your participation in the study. The purpose of our meeting is to get your opinion about young people's daily experiences of the impact of unemployment. I can only complete the study with your assistance in offering valuable opinions.

### **Demographic factors**

- How old are you?
- What is your highest level of education
- Were you born in this area?
- If no, when did you move to this area?
- Do you reside with your family?
- If yes, can you describe your family structure?
- Are you a parent?
- If yes, where does your child/children reside?
- Are you receiving a social grant?
- If yes, which one is it and how much do you receive monthly?
- How long have you been unemployed?
- Have you worked previously?
- If yes, what type of employment was it?
- If no, how have you been making ends meet?

### **Day- to-day experiences of the unemployed youth**

- Can you describe your daily activities?
- If you reside with your family, is anyone in the household employed?



- Is your family supportive? Do you sometimes experience a shortage of food?
- Do you have dependants? If yes, how do you deal with unemployment in this situation?
- How does your family view unemployment in general?
- Are you treated the same as those who are employed at home?
- How do you meet your daily needs?
- Have you considered moving to another area? If so, why?

### **Psychosocial factors**

- Do you know of anyone who is unemployed and is struggling with debt?
- Do you know of anyone who completed his or her tertiary education but is unemployed and struggling with student debt?
- What is your view on crime?
- Do you know of any unemployed people who have resorted to crime?
- If so, what forms of crime?
- Do you know of people who have been hospitalised as a result of stress related to unemployment?
- If so, can you elaborate on this?
- How are the community and your family treating you as a person who is isolated as a result of your unemployment?
- Have you been stressed because of unemployment?

## General questions

- Do you know of people who were unemployed but have since relocated and found employment?
- There is a public perception that some young people are picky when it comes to the jobs that they are being offered. Do you believe this? If so, can you elaborate?
- Do you have any ambitions of going to school or furthering your education in one way or another? If yes, in what way do you intend doing this? If no, what are the barriers to improving your level of education?

Do men or women have an advantage in securing employment? Can you elaborate?

- To what extent has public participation in local initiatives such as crime watch or sport activities kept you busy?
- Unlike townships in rural and other remote areas, this township is close to many firms and industrial areas. What makes it difficult for people of this township to secure employment?
- How did people become employed in the factories and industries in this area a few years ago?
- Has this changed? If yes, in which way? If no, give reasons?
- What kinds of opportunities are available for young people to improve their employment prospects in this area?
- What would you consider a suitable job?
- What would you consider the minimum wage that young people are willing to accept?
- In your opinion, what types of jobs would young people not accept, regardless of the wage rate?
- In your opinion, what, do young people consider to be their prospects of securing employment in the near future? Why? Can you elaborate?

- Do you have opportunities available in your area such as the EPWP? If so, have you applied for a job? If you have not applied for a job, why not?

If opportunities are available, how have you experienced them? (from the nature of the work to the wage rate and the frequency of the EPWP openings available)?

## **Focus group discussion guide**

Good day! The reason for this gathering is to learn about the experiences of the unemployed youth and how young people are affected by unemployment on a day-to-day basis. I want us to talk about our dreams and ambitions and the impact of unemployment on the lives of young people. I would also like to learn about your hopes and what you think needs to be done to help the youth in this area to escape the predicament of unemployment.

The questions that will be asked during the focus group discussions might also provide answers to the follow-up questions. The main questions that will be asked are as follows:

**Research title: Experiences of youth unemployment in Reiger Park and Madadeni Townships in South Africa.**

### **Focus group interview schedule???**

1. What is considered as a suitable job?
2. What do you think young people consider to be their prospects of securing employment in the near future? Why do you think so? Can you elaborate?
3. Do you think unemployment creates stress in the unemployed? If yes, explain how do you think such people deal with this stress caused by unemployment?
4. Do you know of anyone who has been hospitalised or has required medical attention as a result of unemployment-related stress?
5. Do you think people's level of education affects their prospects of securing employment?
6. What do you think that make employment opportunities lack in this township like other distant areas such rural though it is closer to the industrial zone that has many companies?
7. How did people get employment previously in the factories within this area? Do you think that has changed? If you agree, explain how it changed. If you disagree, explain what is the problem?
8. Do you think the state of unemployment in this area has somehow hindered people's progress? If so, can you elaborate?

9. Are there cases of people relocating to other areas in to search for better opportunities? If there is no such instance, what makes people not to relocate to other area?
10. Do you know of any unemployed persons who have resorted to alcohol and drug abuse because of their situation?
11. What activities that people do every day to keep themselves busy?
12. What activity that usually helped people and link them with the community?
13. There is any time where some people felt exploited by other people through work and after get low income?
14. Do you know of any people who are unemployed who ended up doing crime? If so, explain what forms of crime they do?
15. Are you aware of any cases of sexual abuse that have been linked to unemployment in this area?
16. How do families view unemployment in general? Is there any circumstance whereby people lack food?
17. How do breadwinners cope with the situation of being unemployment?
18. Besides of has been said above, is there anything else, that is not included that you think might have contributed to your unemployment?
19. Is there anything that you would like to add or share?

### **Focus group discussion guide (women)**

Good day! The reason for this gathering is to learn about the experiences of the unemployed youth and how young people are affected by unemployment on a day-to-day basis. I want us to talk about our dreams and ambitions and the impact of unemployment on the lives of young people. I would also like to learn about your expectations and what you think needs to be done to help the youth in this area to escape the predicament of unemployment.

The questions that will be asked during these focus group discussions might also provide answers to the follow-up questions. The main questions that will be asked are the following:

**Research title: Experiences of youth unemployment in Reiger Park and Madadeni Townships in South Africa.**

#### **Focus group interview schedule (women)**

1. What is considered as a suitable job?
2. What do you think young people consider to be their prospects of securing employment in the near future? Why do you think so? Can you elaborate?
3. Do you think unemployment affects people personally?
4. Do you think unemployment creates stress in the unemployed? If yes, how do you think such people deal with stress caused by unemployment?
5. Do you know of anyone who has been hospitalised or has required medical attention as a result of unemployment-related stress?
6. Do you think people's level of education affects their prospects of securing employment?
7. Do you think the state of unemployment in this area has somehow hindered people's progress? If so, can you elaborate?
8. What makes it difficult for people of this township to secure employment, as it is close to many firms and industrial areas, unlike other distant places such as the rural areas?.

9. Are there cases of people relocating to other areas to search for better opportunities? In case there is no such situation, what makes people not to relocate to other areas?
10. Previously, how people used to get employment in the firms in this area? Maybe this has changed? If you agree, how did it change? If you disagree, how this happens?
11. What activities that people do to keep themselves busy every day?
12. What activity that people often do which is helpful or link them with community?
13. Is there any moment where people felt unfairly treated by other people to work and receive low income?
14. Do you know of any unemployed persons who have resorted to alcohol and drug abuse?
15. Do you know of any people who are unemployed who ended up doing crime? If so, what forms of crime?
16. Do women go through the same challenges as men in terms of accessing the labour market? Can you elaborate?
17. Are you aware of any cases of sexual abuse that have been linked to unemployment in this area?
18. How do families view unemployment in general?
19. Do families feel the strain of unemployment? Perhaps, sometimes do they find themselves lack of food?
20. How do breadwinners cope with the challenge of being unemployed?

21. Besides of what has been said above, do you think there is anything that you think has influenced your state of being unemployed?
22. Is there anything you would like to add or share?



## Fokusgroepbesprekingsgids

Goeiedag. Die rede vir hierdie byeenkoms is om meer te wete te kom oor die ervaringe van die werklose jeug en hoe hulle daaglik deur werkloosheid beïnvloed word. Ek wil hê ons moet ons drome en ambisies met mekaar deel, asook die impak van werkloosheid op die lewens van jongmense. Ek wil ook graag meer te wete kom oor u verwagtinge, en wat volgens u gedoen moet word om die jeug in hierdie woongebied te help om uit die kloue van werkloosheid te ontsnap.

Die vrae wat gedurende hierdie fokusgroepbespreking gevra gaan word, kan ook antwoorde op die opvolgvrae bied. Die belangrikste vrae wat gevra gaan word sluit die volgende in:

- Wat sou u as 'n geskikte werk beskou?
- Wat beskou jongmense na u mening as hulle vooruitsigte om in die nabye toekoms werk te kry? Waarom dink u so? Kan u uitbrei?
- Dink u dat werkloosheid veroorsaak stres by werkloses? Indien "ja", hoe reken u hanteer sulke mense hierdie stres?
- Weet u van enigiemand wat al in 'n hospitaal opgeneem is of mediese behandeling moes ontvang vir stres as gevolg van werkloosheid?
- Dink u dat mense se opvoedingsvlak hul vooruitsigte om werk te kry beïnvloed?
- Dink u om in hierdie gebied te woon en werkloos te wees verhinder op die een of ander manier mense se persoonlike en loopbaanvordering? Indien "ja", verduidelik dit in meer besonderhede.
- In teenstelling met landelike en verafgeleë woongebiede is hierdie gebied naby 'n groot aantal firmas en die industriële gebied geleë. Wat maak dit moeilik vir mense in hierdie woongebied om werk te kry?

- Weet u van gevalle waar mense hierdie woongebied verlaat het op soek na beter geleenthede êrens anders?
- Weet u van werkloses in die woongebied wat hul tot dwelm- of alkoholmisbruik gewend het as gevolg van hul werkloosheid?
- Weet u van werkloses wat hul tot misdaad gewend het?
- Indien "ja", watter vorme van misdaad?
- Is u bewus van enige seksuele teistering sake wat verband hou met werkloosheid in hierdie woongebied?
- Wat dink u is die opinies van families aangaande werkloosheid in die algemeen?
- Is daar enige iets anders wat u meen 'n bydrae tot werkloosheid kan lewer wat nie gevra is nie?
- Is daar enige iets wat u nog graag wil byvoeg of met ons wil deel?

**Dankie**

## Fokusgroepbesprekingsgids (vroue)

Goeiemiddag!! Die rede vir hierdie byeenkoms is om meer te wete te kom oor die ervarings van die werklose jeug en hoe jongmense daaglikse grondslag deur werkloosheid geraak word. Ek wil hê ons moet oor ons drome en ambisies asook die impak van werkloosheid op die lewens van jongmense gesels. Ek wil ook graag meer te wete kom oor u verwagtinge; en wat volgens u gedoen moet word om die jeug in hierdie woongebied te help om uit die kloue van werkloosheid te ontsnap.

Die vrae wat gedurende hierdie fokusgroepbesprekings gevra gaan word, kan ook antwoorde op die opvolgvrae bied. Die belangrikste vrae wat gevra gaan word is die volgende:

- Hoe lank is al werkloos?
- Wat sou u as 'n geskikte werk beskou?
- Wat is beskou jongmense na u mening as hulle vooruitsigte om in die nabye toekoms werke kry. Waarom dink u so? Kan u dit in meer besonderhede verduidelik?
- Dink u werkloosheid raak mense persoonlik? As die antwoord “ja” is, hoe dink u dit beïnvloed u as 'n werklose persoon?
- Dink u werkloosheid skep stres by die werkloses? As die antwoord “ja” is, hoe dink u hanteer hierdie mense stres wat deur werkloosheid veroorsaak is?
- Weet u van enigiemand wat in 'n hospitaal opgeneem is of mediese hulp of behandeling benodig het as gevolg van stres wat met werkloosheid verband hou?
- Dink u mense se opvoedingsvlak beïnvloed hul vooruitsigte om werk te kry? Is u opvoedingsvlak 'n faktor in u vermoë om werk te kry? Verduidelik asseblief in besonderhede.
- Dink u om werkloos te wees en in hierdie gebied te woon verhinder mense se vordering op die een of ander manier? As u so dink, kan u in meer besonderhede verduidelik?
- In teenstelling met landelike en ander afgeleë gebiede, is hierdie woongebied naby 'n groot aantal firmas en nywerheidsgebiede geleë. Wat maak dit so moeilik vir mense in dié gebied om werk te kry?

- Hoe het mense in hierdie gebied 'n paar jaar gelede werk by fabriek en nywerhede gekry? Het dinge verander? As u antwoord “ja” is, op watter manier? As u antwoord “nee” is, waarom nie?
- Het u al daaraan gedink om na 'n ander gebied te verhuis vir beter werksgeleenthede?
- As u antwoord “nee” is, is watter faktore verhoed u om te verhuis?
- Het u al daaraan gedink om ander blyplek te soek as u sou besluit om uit hierdie gebied te trek op soek na werkgeleenthede? Waarheen sou u gaan indien u hierdie gebied sou verlaat?
- Wat doen u om daaglik besig te bly?
- Hoe tree u oor die algemeen met u gemeenskap in wisselwerking?
- Voel u ooit dat u deur ander gebruik word om minderwaardige werk te doen?
- Ken u enige werkloses wat hulle tot dwelms en alkohol gewend het?
- Ken jy enige werkloses wat hulle tot misdaad gewend het?
- As u antwoord “ja” is, watter vorme van misdaad?
- Kom vroue teen dieselfde uitdagings as mans te staan ten opsigte van toegang tot die arbeidsmark? Kan u dit in meer besonderhede verduidelik?
- Weet u van enige sake van mishandeling wat met werkloosheid in hierdie omgewing verband hou?
- Ondersteun u familie u as 'n werklose? Ondervind u soms dat daar 'n voedseltekort is?
- Het u familie lede wat ook werkloos is?
- Hoe hanteer mense met afhanklikes na u mening werkloosheid?
- Wat is familie se algemene siening oor werkloosheid?
- Is daar enigiets anders wat volgens u tot u werkloosheid bygedra het wat nie by die vrae hier bo ingesluit is nie?
- Is daar enigiets wat u wil byvoeg of met ons wil deel?

## **Gids vir indringende onderhoud**

Inleiding:

Goeiemiddag en dankie vir uu tyd. Ek waardeer udat u ingestem het om aan hierdie studie deel te neem. Die doel van die vergadering is om u mening te kry oor die daaglikse ervarings van jongmense as gevolg van die impak van werkloosheid. Ek kan hierdie studie net voltooi as as u my bystaan deur u waardevloole menings te gee.

### **Demografiese faktore**

- Hoe oud is u?
- Wat is u hoogste opvoedingsvlak?
- Is u in hierdie gebied gebore?
- As u antwoord "nee" is, wanneer het u hierheen verhuis?
- Woon u by u familie?
- As uu antwoord "ja" is, kan u u familiestruktuur beskryf?
- Is uu 'n ouer?
- As u antwoord "ja" is, waar woon u kinders?
- Ontvang u 'n maatskaplike toelae (*social grant*)?
- As u antwoord "ja" is, watter een is dit en hoeveel ontvang uu elke maand?
- Hoe lank is u al werkloos?
- Het u al voorheen gewerk?
- As u antwoord "ja" is, watter soort werk was dit?

- As u antwoord "nee" is , hoe hou u die pot aan die kook?
- **Daaglikse ervarings van die werklose jeug**
- uKan u u daaglikse aktiwiteite beskryf?
- Indien u by u familie bly, is daar enigiemand in u huishouding wat werk?
- Is u familie ondersteunend? Ondervind u soms 'n voedseltekort?
- Het u afhanklikes? As u antwoord "ja" is, hoe hanteer u werkloosheid in hierdie situasie?
- Wat is u familie se algemene mening oor werkloosheid?
- Word u dieselfde behandel as anderdiegene in u huishouding wat werk?
- Hoe bevredig u u daaglikse behoeftes?
- Het u al daaraan gedink om na 'n ander omgewing te verhuis? As u het, waarom?

### **Psigososiale faktore**

- Weet u enigiemand wat werkloos is en met skuld worstel?
- Weet u van enigiemand wat sy of haar tersiêre opvoeding voltooi het maar nog steeds werkloos is en met studieskuld worstel?

- Wat is u mening oor misdaad?
- Weet u van mense wat werkloos is hulle tot misdaad gewend het?
- As u antwoord "ja" is, watter vorme van misdaad?
- U weet u van mense wat in 'n hospitaal opgeneem is as gevolg van stres wat met werkloosheid verband hou?
- As u antwoord "ja" is, kan u in meer besonderhede verduidelik?
- Hoe behandel u familie en die gemeenskap u as 'n persoon wat as gevolg van werkloosheid geïsoleerd is? uu
- Ervaar u stres omdat u werkloos is?

### **Algemene vrae**

- Weet u van mense wat werkloos was, maar sedertdien die gebied verlaat en werk gekry het?
- Daar is 'n openbare persepsie dat sommige jongmense kieskeurig is wanneer dit kom by poste wat hulle aangebied word. Glo u dit? uuAs dit dit geval is, kan u in meer besonderhede verduidelik?
- Het u ambisie om skool toe te gaan of om u opvoeding op die een of ander wyse voort te sit? As u antwoord "ja" is, op watter wyse beoog u om dit te doen?

As u antwoord "nee" is, wat is die struikelblokke tot die verbetering van u opvoeding?

- Word mans of vrouens bevoordeel in die poging om 'n werk te kry? Kan u in meer besonderhede verduidelik?

uln watter mate word u besig gehou deur openbare deelname aan plaaslike inisiatiewe soos misdaadwaarneming of sportaktiwiteite?

- Anders as landelike en afgeleë woongebiede, is hierdie gebied naby 'n groot aantal firmas en nywerheidsgebiede geleë. Wat maak dit moeilik vir mense in hierdie gebied om werk te kry?
- Hoe het mense 'n paar jaar gelede werk by firmas en in nywerheidsgebiede in hierdie gebied gekry?
- Het dit verander? As u antwoord "ja" is, hoe het dit verander? uGee redes indien u antwoord "nee" is.
- Watter soort geleenthede is vir jongmense beskikbaar om hul werkvooruitsigte in hierdie gebied te verbeter?
- Wat sou u as 'n geskikte werk beskou?
- Wat sou u beskou as die minimumloon wat jongmense sal aanvaar?
- Watter soorte werk sal jongmense na u mening nie aanvaar nie, ongeag die loon?uu



- Wat beskou jongmense na u mening as hulle vooruitsigte om 'n werk in die nabye toekoms te kry? Waarom? Kan u dit in meer besonderhede verduidelik?
- uls daar geleenthede soos EPWP in u omgewing beskikbaar? As daar is, het u om 'n werk aansoek gedoen? As u nie aansoek gedoen het nie, waarom nie?
- As sodanige geleenthede beskikbaar is, hoe het u dit ervaar u (van die aard van die werk tot die werkloon en gereelde beskikbaarheid van EPWP-uuwerksgeleenthede )?

## **Umhlahlandlela Wethimba Elibhekene Nezingxoxo Isingeniso**

Nginyanibingelela nonke, .Isizathu salomhlangano ukuthi sifunde ngezingqinamba kanye nezinselelo abantu besifazane abasha abahlangabezana nazo nsukuzonke, ngenxa yokungasebenzi. Kanye nokuthi siqonde ukuthi babhekana kanjani nalesimo. Ngizothanda futhi nokuthi sibonisane ngezindlela esingazisebenzisa, ekwakheni amathuba emisebenzi kanye nokuthi sibuyise ithemba kubantu abasha bakulendawo.

- Nhloboni yomsebenzi enibona inifanele?
- Ngabe iyiphi indlela abantu abasha abayibona ingabasiza ukuthola umsebenzi esikhathini esizayo? Kungani usho kunjalo? Ungachaza kabanzi?
- Ngabe ucabanga ukuthi ukwentuleka kwemisebenzi kuyabakhinyabeza abantu
- Ngabe ucabanga ukuthi ukungasebenzi kudala ingcindezi yengcondo kulabo abaswele umsebenzi? Uma kunjalo, ngabe ucabanga ukuthi bamelana kanjani nokucindezeleka kwengcondo?
- Ngabe ucabanga ukuthi izinga labantu lemfundo linegalelo kumathuba abo okuthola umsebenzi
- Kwehlukile kunezindawo zasemaphandleni nezinye izindawo ezikude, leli lokishi liseduzane nezinkampani nezindawo zezimboni eziningi, ingabe kudalwa yini ukuthi amathuba emisebenzi antuleke?
- , Ngaphambilini ngabe abantu bebewuthola kanjani umsebenzi kumafektri nasezimbonini kulendawo? Ngabe lokho sekushintshile? Uma uvuma, kwashintsha kanjani? Uma unqaba, ngabe kwenzeka kanjani?
- Ngabe ucabanga ukuthi ukungasebenzi futhi uhlale kulendawo ngandlelathize kuvimbezele intuthuko yabantu? Uma kunjalo ungachaza kabanzi?
- Ngabe abantu mhlawumbe bake bacabange ukuthuthela kwenye indawo bayocinga amathuba angcono?
- Uma kungenjalo, ngabe yiziphi izinto ezivimbela abantu ukuthi bangathutheli kwenye indawo?
- Ngabe abantu benzani ukuzigcina bematasatasa nsuku zonke?
- Ngokwejoyalekile, yini abantu abayenzayo ewusizo noma ebaxhumanisa nomphakathi?

- Kuke kwenzeka yini ukuthi abantu bazizwe besetshenziswa ngokungafanele ngabaye abantu ngendlela yokwenza imisebenzi yezinga eliphansi?
- Bakhona yini abantu enibaziyo abagcine sebengene ebugebengwini ngenxa yokungasebenzi?
- Uma bekhona, hlobo luni lobugebengu?
- Ngabe zikhona izehlakalo zokuhlukunyezwa ngokocansi ezike zahlobaniswa nokungasebenzi kulendawo?
- Ngabe imindeni iyabasekela? Ngabe kwesinye isikhathi kuyenzeka ukuthi abantu bazithole bakwisimo sokuswela ukudla?
- Abantu abondlayo ngabe bamelana kanjani nalesisimo sokungasebenzi?
- Ngabe imindeni ikubheka kanjani ukungasebenzi?
- Ngaphandle kwalokho okukhulunywe ngaphezulu, ngabe kukhona ocabanga ukuthi mhlawumbe kube nomthelela kwisimu sakho sokungasebenzi?
- Ngabe kukhona obungathanda ukukuphonsela esivivaneni noma ukukuvezela abantu?

## **Umhlahlandlela Wethimba Lezingxoxo Zabesifazanelisingenisiso**

Nginyanibingelela nonke, .Isizathu salomhlangano ukuthi sifunde ngezingqinamba kanye nezinselelo abantu besifazane abasha abahlangabezana nazo nsukuzonke, ngenxa yokungasebenzi. Kanye nokuthi siqonde ukuthi babhekana kanjani nalesimo. Ngizothanda futhi nokuthi sibonisane ngezindlela esingazisebenzisa, ekwakheni amathuba emisebenzi kanye nokuthi sibuyise ithimba kubantu abasha bakulendawo.

- Nhloboni yomsebenzi enibona inifanele?
- Ngabe iyiphi indlela abantu abasha abayibona ingabasiza ukuthola umsebenzi esikhathini esizayo? Kungani usho kanjalo? Ungachaza kabanzi?
- Ngabe ucabanga ukuthi ukwentuleka kwemisebenzi kuyabakhinyabeza abantu – kulengxenyana sizothanda ukubhekana mathupha nalabo abaswele umsebenzi. Uma ngabe kunjalo, kuzokwenzeka kanjani?
- Ngabe ucabanga ukuthi ukungasebenzi kudala ingcindezi yengcondo kulabo abaswele umsebenzi? Uma kunjalo, ngabe ucabanga ukuthi bamelana kanjani nokucindezeleka kwengcondo?
- Ngabe ukhona umuntu omaziyo oke waphuthunyiswa esibhedlela noma wathola usizo lokwelashwa ngenxa yesifo esimayelana nokucindezeleka kwengcondo noma isimo esihlobene naleso sokwelashwa? Ngabe ucabanga ukuthi izinga labantu lemfundo?
- Ngabe ucabanga ukuthi izinga labantu lemfundo linegalelo kumathuba abo okuthola umsebenzi?
- Ngabe ucabanga ukuthi ukungasebenzi futhi uhlale kulendawo ngezinye izindlela kuphazamise ingqubekelaphambili yabantu? Uma kunjalo ungaxoxa kabanzi?
- Kwehlukile kunezindawo zasemaphandleni nezinye izindawo ezikude, leli lokishi liseduzane nezinkampani nezindawo zezimboni eziningi, ingabe kudalwa yini ukuthi amathuba emisebenzi antuleke?
- Ngaphambilini ngabe abantu bebewuthola kanjani umsebenzi kumafektri nasezimbonini kulendawo? Ngabe lokho sekushintshile? Uma uvuma, kwashintsha kanjani? Uma unqaba, ngabe kwenzeka kanjani?
- Ngabe abantu mhlawumbe bake bacabange ukuthuthela kwenye indawo bayocinga amathuba angcono?

- Uma kungenjalo, ngabe yiziphi izinto ezivimbela abantu ukuthi bangathutheli kwenye indawo?
- Ngabe abantu benzani ukuzigcina bematasatasa nsuku zonke?
- Ngokwejwayelekile, yini abantu abayenzayo ewusizo noma ebaxhumanisa nomphakathi?
- Kuke kwenzeka yini ukuthi abantu bazizwebesetshenziwa ngokungafanele ngabaye abantu ngendlela yokwenza imisebenzi yezinga eliphansi?
- Ngabe kukhona yini abantu obaziyo abangasebenzi esebezinikele ekuphuzeni utshwala nokudla izidakamizwa?
- Bakhona yini abantu enibaziyo abagcine sebengene ebugebengwini ngenxa yokungasebenzi?
- Uma bekhona, hlobo luni lobugebengu?
- Ngabe abesifazane bahlangabezana nazo lezingqinamba njengabesilisa mayelana nokuthola umsebenzi? Ungachaza kabanzi?
- Ngabe zikhona izehlakalo zokuhlukunyezwa ngokocansi ezike zahlobaniswa nokungasebenzi kulendawo?
- Ngabe imindeni iyabasekela? Ngabe kwesinye isikhathi kuyenzeka ukuthi abantu bazithole bakwisimo sokuswela ukudla?
- 
- Abantu abondlayo ngabe bamelana kanjani nalesisimo sokungasebenzi?
- Ngabe imindeni ikubheka kanjani ukungasebenzi?
- Ngaphandle kwalokho osukhulunywe ngaphezulu, ngabe kukhona ocabanga ukuthi mhlawumbe kube nomthelela kwisimu sakho sokungasebenzi?
- Ngabe kukhona obungathanda ukukuphonsela esivivaneni noma ukukuvezela abantu?

## **Umhlahandlela ojulile wenhlolovo wesiZulu**

### **Isingeniso**

Ngiyakubingelela, ngibonge isikhathi onginike sona futhi nokuvuma ukuba yingxenye yalolucwaningo. Inhloso yomhlangano wethu ukuzwa yingoba ngifisa ukuzwa umbono wakho mayelana nezingqinamba abantu abasha abahlangabezana nazo imihla namalanga ngenxa yokungasebenzi. Lolucwaningo ngizokwazi ukuliphothula uma sengithole usizo lwakho ngendlela iyemibono yakho.

### **Izinto ezimayelana nesimo sakho/nobunjalo bakho**

- Uneminyaka emingaki?
- Ufunde wafika kuliphi izinga?
- Ngabe uzalelwe kulendawo?
- Uma uthi qha, ingabe ufike nini kulendawo?
- Ngabe uhlala nomndeni wakho?
- Uma kunjalo, nibangaki ekhaya?
- Ungumzali?
- Uma uthi yebo, bahlala kuphi abantwana bakho?
- Ngabe uyasithola isibonelelo sika Hulumeni?
- Uma uthi yebo, ngabe uthola malini?
- Ngabe unesikhathi esingakanani ungasebenzi?
- Uke wasebenza ngahambilini?
- Uma uthi yebo, ngabe hloboluni lomsebenzi obuwenza?
- Uma uthi qha, ngabe uziphilisa ngani?

### **Izingqinamba zansukuzonke ezihlangabezana nomuntu ongasebenzi**

- Usuku lwakho uluchitha kanjani njengoba ungasebenzi?
- Uma uhlala nomndeni wakho, bakhona yini abanye abangasebenzi emndenini?

- Ingabe imindeni ibambisene? Ngabe kuyenzeka ngesinye isikhathi abantu bazithole bakusimo sokuswela ukudla?
- Abantu abondlayo ngabe bamelana kanjani nalesisimo sokungasebenzi?
- Ngabe imindeni ikubheka kanjani ukungasebenzi?
- Njengoba ungasebenzi nje, ngabe uphathwa ngendlela efanayo nabasebenzayo ekhaya?
- Ngabe uzifeza kanjani izidingo zakho zansukuzonke?
- Uke wacabanga ukuthutha uyohlala kwenye indawo? Uma kunjalo yini imbangela yalokho?

### **Izinto ezimayelana nomqondo womuntu**

- Ukhona yini umuntu omaziyo, ongasebenzi ocwile ezikweletini?
- Ngabe ukhona yini omaziyo osephothule izifundo zakhe emazikweni aphezulu wezemfundo, futhiuhlushwa ysikweleti ngenxa yokungasebenzi?
- Ngabe bakhona yini abantu obaziyo abangasebenzi abagcine ngobugebengu?
- Uma kunjalo, hlobo luni lobugebengu?
- Ngenxa yokucwaswa ngoba ungasebenzi ngesinye isikhathi, ingabe ukhona omaziyo oseke walaliswa esibhedlela ngenxa yokungasebenzi?
- Uma ekhona ake wenabe ngaloludaba.
- Ukucwaswa ngokungasebenzi, ingabe umphakathi nomndeni wakho bakuphatha kanjani?
- Ucabangani ngobugebengu? Ngabe bakhona yini abantu abazithola sebeyizigebengu ngenxa yokungasebenzi?
- Uke wazithola ushukumezeka ngenxa yokungasebenzi?

### **Imibuzo ephelele**

- Bakhona yini abanye abantu obaziyo abakade bengasebenzi, kanti selokhu bathuthela kwenye indawo sebethole umsebenzi?

- Ngokwemibono somphakathi kuthiwa intsha iyayikhetha imisebenzi. Ngabe uyakholelwa kulokhu? Uma kunjalo, ake unabe.
- Unaso isifso sokuya esikoleni noma ukuqhubekisa imfundo yakho noma ngayiphi indlela? Uma uthi yebo, ungakwenza kanjani lokho? Uma uthi qha, ngabe yini ekuvimbela ukuthi ukhuphule izinga lakho lemfundo?
- Obani abasemathubeni amahle okuthola umsebenzi phakathi kwabesilisa nabesifazane? Ungachaza kabanzi?
- Ngabe ukuzimbandakanya komphakathi kwizinhlelo zendawo ezifana nokuqapha ubugebengu, nezemidlalo zikwenze kanjani ukuthi uhlale umatasatasa?
- Kwehlukile kunendawo yasemaphandleni nezinye izindawo ezikude, leli lokishi liseduze nezindawo zezinkampani nezezimboni, pho yini eyenza kube nzima ukuthi abantu bathole umsebenzi?
- Ngaphambilini ngabe abantu bebewuthola kanjani umsebenzi kumafektri nasezimbonini kulendawo? Ngabe lokho sekushintshile? Uma uvuma, kwashintsha kanjani? Uma unqaba, ngabe kwenzeka kanjani?
- Nhloboni yamathuba akhona wokuthi kudaleke imisebenzi kulendawo?
- Umsebenzi onjani owubona ukufanele?
- Ubuncane obungakanani beholo elingamukelwa abantu abasha?
- Nhloboni yimesebenzi abantu abasha abangeke bayamukele, nangaphandle nje kokubheka neholo?
- Yini ongayithatha njengethuba lomsebenzi kusasa? Kungani usho kunjalo? Ungachaza kabanzi?
- Ninawo yini amathuba afana no-EPWP ngakini? Uma ninawo, usuke wasifaka isicelo somsebenzi? Uma kungenjalo, kungani? Uma uthi yebo, lwazi lini onalo nge EPWP (kusukela kunhlobo yomsebenzi kufika kwinani leholo, nakumathuba okungena ku EPWP)?